

Project Area 4: Implementation of New Teacher and Leader Evaluation Systems

State Plan

Teacher Evaluation Roll-Out	
Year 1: 2010-11	<ul style="list-style-type: none"> • Educator Effectiveness Task Force develops evaluation guidelines
Year 2: 2011-12	<ul style="list-style-type: none"> • EE4NJ evaluation pilot program is implemented for teachers in pilot districts • Commissioner regulations are adopted on key provisions of a statewide framework for teacher and leader evaluations • Notice of Grant Opportunity is launched for principal pilot • Notice of Grant Opportunity is launched for EE4NJ teacher pilot, cohort 2
Year 3: 2012-13	<ul style="list-style-type: none"> • Statewide pilot expansion of teacher evaluation system into a subset of districts: EE4NJ teacher pilot, cohort 2 • Principal pilot implemented in subset of districts
Year 4: 2013-14	<ul style="list-style-type: none"> • Complete implementation of the new evaluation system for teachers and principals that informs personnel policies and practices

Allocations for Alignment to State Plan

Example of a SMART Goal: By the end of school year 2014-2015, 95% of teachers will agree that the district has provided high-quality support in order to implement a new teacher practice framework within their school.	
Objective(s):	Implementation Activities:
<ul style="list-style-type: none"> • Agree upon a teacher practice framework by January 2013; • Train 100% of teachers on teacher practice framework and rubric by June 2013 	<ul style="list-style-type: none"> • Create District Evaluation Advisory Committee by Nov. 2012 • Review various frameworks and select a teacher practice framework by Jan. 2013 • Design and execute teacher training on new teacher practice framework and rubric using a train the trainer process by June 2013 • Tie individual teachers' feedback from observations to targeted professional development

Possible Expenditures Aligned to State Plan:

Examples of RTTT3 Participating LEA Implementation Activities	Examples of RTTT3 Participating LEAs Allowable Expenditures	Dates (Est.)
Formation of a District Advisory Committee to ensure stakeholder engagement		November 2012
Adoption of a research based observation framework and rubric that includes at least four differentiated levels of performance (a waiver process may be available for districts that can show their current or newly developed framework to meet the criteria)		January 2013
Test and refine implementation of the observation framework and rubric(s) to prepare for full implementation	<ul style="list-style-type: none"> • Having principals utilize the tool in informal observations and report their experiences • Soliciting feedback from teachers and other stakeholders on how the tool can best inform professional growth • Collaborating with neighboring districts and researching national practices around implementation and training 	January 2013 – August 2013 (full implementation 2013-14)
Thorough training of teachers on the teacher practice framework	<ul style="list-style-type: none"> • Training for all district teachers on the teaching practice framework, standards of effective practice and how they will be evaluated. • Training materials and books, as well as tools that support training and professional development associated with the teacher effectiveness evaluation framework. 	June 2013
Thorough training of observers that ensures fair and consistent application of framework	<ul style="list-style-type: none"> • Evaluation and framework training, certification or proof of mastery, and ongoing support for evaluators. • Evaluator audit for scoring accuracy and inter-rater agreement, and recalibration training. 	August 2013
Establish and capture data needed to analyze and create teacher evaluation ratings, with guidance from NJDOE.	Optional: <ul style="list-style-type: none"> • Electronic or internet-based performance management data system to collect, analyze and report teacher practice evaluation data. 	January 2013 – August 2013 (full implementation 2013-14)