Amendments to TEACHNJ Educator Evaluation Regulations

April 2014
Summary

- The experiences of districts in the past seven months have informed our thinking, and we remain committed to a continuous improvement approach to evaluation.

- Today we are introducing regulations that provide clarification, correct minor errors, and make adjustments to the current regulations to improve implementation in 2014-15.

- The NJDOE will continue to respond to feedback from educators and provide substantial real-time support to teachers, principals, and superintendents.
Agenda

Evaluation in 2013-14: Seven months into full implementation
- What we’ve learned
- Looking ahead

Rationale for Proposed Changes

Proposed Regulations for 2014-15
# What we’ve learned in 2013-14

First year of implementation shows strengths and challenges to build on for 2014-15

<table>
<thead>
<tr>
<th>Observations</th>
<th><strong>Strengths</strong></th>
<th><strong>Challenges</strong></th>
<th><strong>What we are doing</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• Teachers are receiving required observations &amp; feedback</td>
<td>• Administrative capacity concerns in some districts</td>
<td>• Highlighting best practices</td>
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<td></td>
<td>• Teachers have developed SGOs on-time</td>
<td>• Process to develop SGOs should be more collaborative</td>
<td>• Providing implementation tools to reduce costs/time</td>
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<td></td>
<td>• Increase in professional discussions around student achievement</td>
<td>• Many districts still need to share data with staff</td>
<td>• Approving waivers to allow flexibility to meet requirements</td>
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<td></td>
<td>• Majority of districts have reviewed data</td>
<td>• Concerns around data input quality (linking student rosters to teachers)</td>
<td>• Significant SGO resources, training, and examples</td>
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<td></td>
<td>• Anecdotally the data is aligned with expectations</td>
<td></td>
<td>• Ongoing state workshops for teachers and administrators</td>
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</tbody>
</table>

- **Student Growth Objectives (SGOs)**
- **Student Growth Percentiles (SGPs)**
Looking ahead: Finishing strong in ’13-’14 and preparing for ’14-’15

April/May
- **Additional guidance** on end-of-year issues such as Corrective Action Plans, evaluation scoring, etc.
- Initial **guidance on 2014-15 evaluations**
- **Non-tenured teachers observations complete** by April 30; contract status notification by May 15
- Proposed changes to regulations providing clarification and minor corrections

June
- **SGOS are completed and scored** by end of the school year; new round of training in May-June
- Districts must respond to **Department survey** about evaluation rubric, practice instruments, etc. by June 1
- **Summative conferences** must be complete by end of the school year

July/August
- Collection of 2013-14 **evaluation data**
- Summer 2014-15 **implementation workshops**
Evaluation in 2013-14: Seven months into full implementation

- What we’ve learned
- Looking ahead

Rationale for Proposed Changes

Proposed Regulations for 2014-15
Rationale for N.J.A.C. 10 Amendments

- **Responsiveness**: By collaborating with and listening to educators, we identified some key amendments to make the rules clearer or less burdensome in practice.

- **Continuity**: We are only proposing minor changes with the intent of staying the course for 2014-15.

- **Continuous improvement**: We are committed to ongoing district support and will continue to identify areas for improvement.
Agenda

Evaluation in 2013-14: Seven months into full implementation
  • What we’ve learned
  • Looking ahead

Rationale for Proposed Changes

Proposed Regulations for 2014-15
Types of changes to N.J.A.C. 6A:10-10

1. Minor clarifications and edits (i.e. change “rubrics” to “rubric” in definition section)
2. Minor changes in requirements to address implementation challenges
3. Reorganized sections and created educator appeals process
### Notable requirement changes

<table>
<thead>
<tr>
<th>Topic</th>
<th>N.J.A.C.</th>
<th>Originally Proposed</th>
<th>Change Proposed</th>
<th>Rationale</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deadline for setting Student Growth Objectives (SGOs)</td>
<td>6A: 10-4.2(e); 5.2(e)</td>
<td>Oct. 15</td>
<td>Oct. 31</td>
<td>Allows two additional weeks for teachers and supervisors to set strong goals</td>
</tr>
<tr>
<td>Recording SGOs in personnel file</td>
<td>6A:10-4.2(e); 5.2(e)</td>
<td>Filed at time SGOs set</td>
<td>Filed once SGOs calculated</td>
<td>Relieves administrative burden of 2-part filing</td>
</tr>
<tr>
<td>Deadline for one co-observation</td>
<td>6A:10-2.2(b)4</td>
<td>Dec. 1</td>
<td>End of year (for 2 co-observations)</td>
<td>Provides district flexibility and remove data point to track</td>
</tr>
<tr>
<td>Observations reports</td>
<td>6A:10-2.4(g); 4.4(c); 5.4(d)</td>
<td>Required “written observation reports”</td>
<td>Allows accessible electronic reports</td>
<td>Saves time, money and reflects current educator practice</td>
</tr>
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</table>
## Notable requirement changes (continued)

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<tr>
<td>Create appeals process for procedural violations</td>
<td>6A:10-2.6</td>
<td>n/a</td>
<td>Establishes appeals process for educators</td>
<td>Create a fair and impartial process so that district administrators can address concerns</td>
</tr>
<tr>
<td>Evaluation for teaching staff members other than teachers, principals, VPs, and APs</td>
<td>6A:10-6</td>
<td>Described in 6A:10-2.4(h)</td>
<td>Moves description to its own section</td>
<td>Clarifies rules through improved organization of chapter</td>
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