

Chapter 10 Proposal to Readopt with Technical Amendments

Division of Academics and Performance

December 4, 2019

Please note that this Powerpoint Presentation has been
modified to be more accessible.

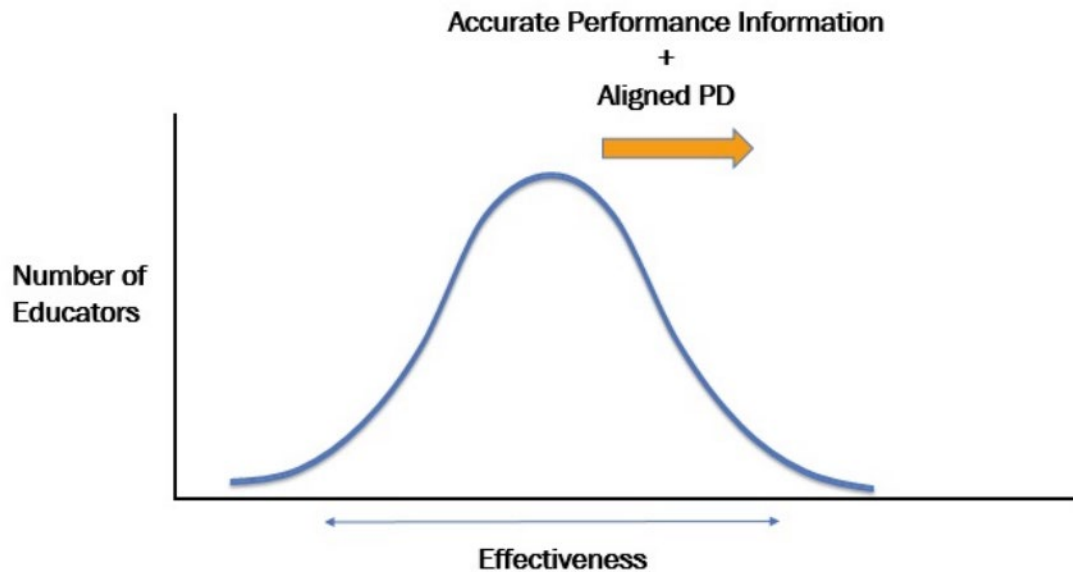
The TeachNJ Act

- [The TeachNJ Act](#) was unanimously approved by the legislature and signed into law on August 6, 2012
- Two-year pilot ensued with close to 40 districts throughout the state
- Work was funded through the “Race to the Top” grant
- Statewide implementation began in SY 13-14
 - Achieve New Jersey Advisory Committee (ANJAC) convened for the first three years of the law’s implementation
 - District Evaluation Advisory Committees (DEAC) oversaw implementation locally

The TeachNJ Act: Major Impacts

Prior to the TeachNJ Act	After the TeachNJ Act
Binary measurement rating teachers as satisfactory or not	Four-tiered measurement with greater ability to differentiate levels of effectiveness
Based on a single measurement of educator practice	Based on multiple measures of student achievement and educator practice
Multiple observations required only for nontenured teachers	Multiple observations required for all teachers
Overall limited ability to evaluate effectiveness and growth	Greater ability to inform growth, requiring aligned professional development to evaluations

Chapter 10: Educator Effectiveness

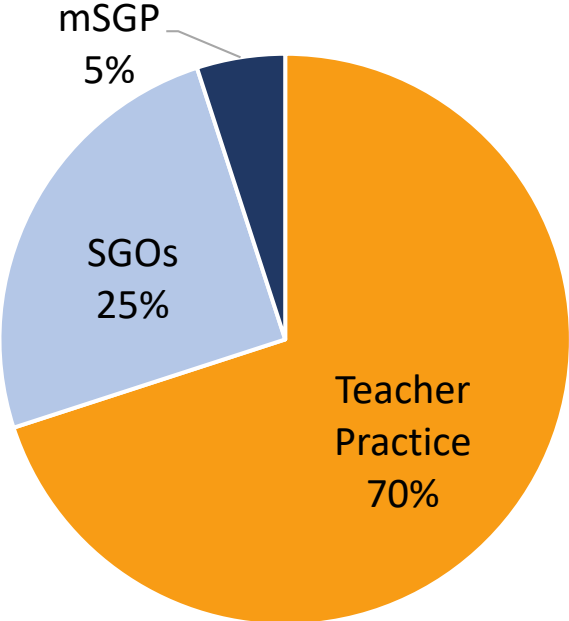


- AchieveNJ provides a more accurate picture of educator performance
- AchieveNJ uses that data for professional development of individual educators as well as school- and district-level professional development activities

AchieveNJ: Teacher Evaluation

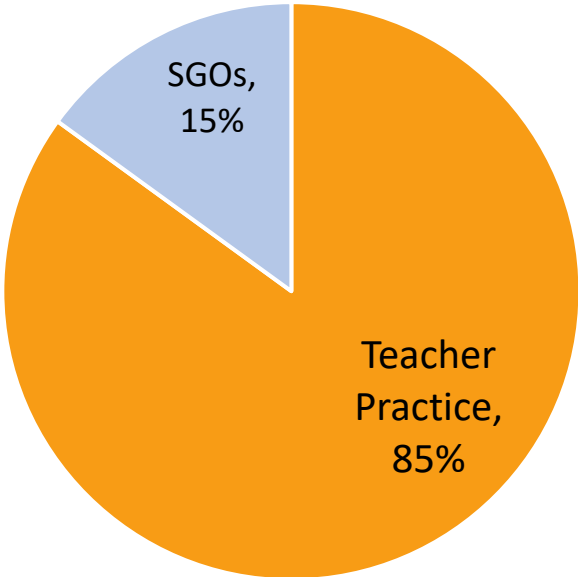
Tested Grades and Subjects

Teachers in Grades 4 to 8, Language Arts Literacy and Grades 4 to 7, Mathematics



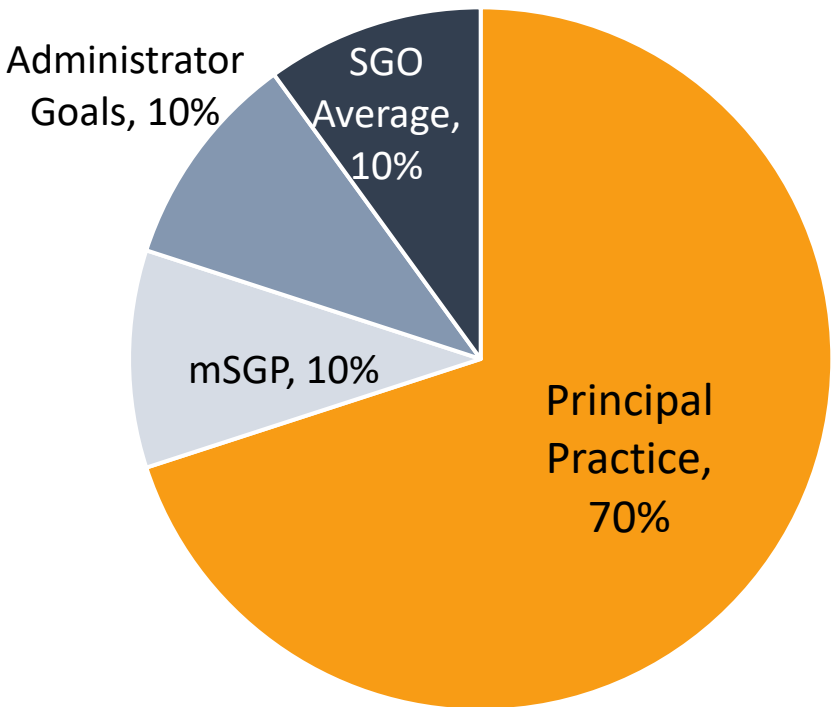
Non-Tested Grades and Subjects

Teachers Outside of Grades 4 to 8, Language Arts Literacy and 4 to 7 Mathematics

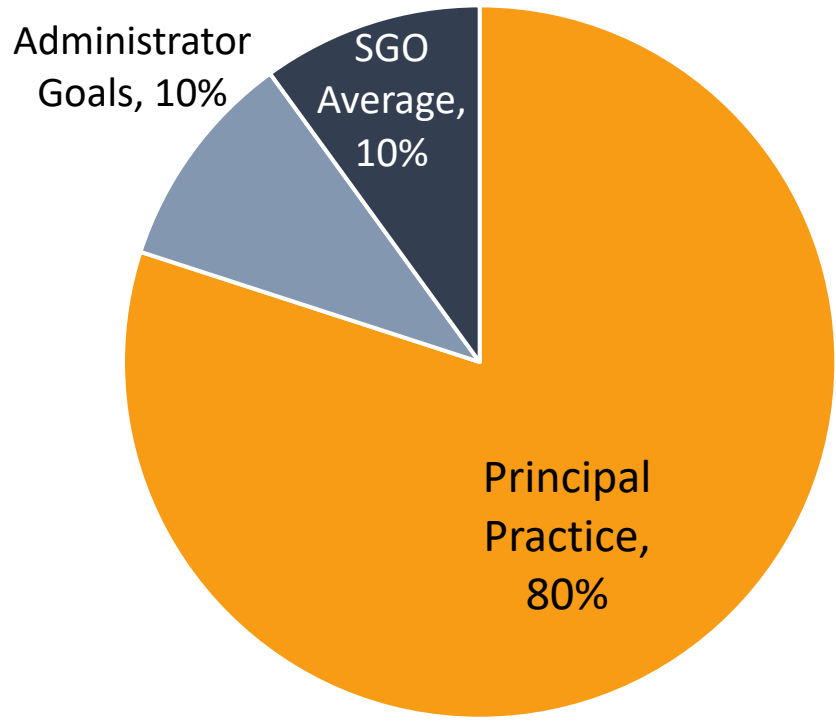


AchieveNJ: Principal, AP & VP Evaluation

mSGP Principals/APs/VPs



non-mSGP Principals/APs/VPs



2016 Amendments

Targeted Area	Objective
Teacher Evaluation	Use accurate evaluations to inform quality professional development
Principal Evaluation	Reframe observations and align components to strengthen school leadership
Highly Effective Teachers	Elevate, support and retain the best teachers to strengthen the educational community
Evaluation Processes and Procedures	Streamline required evaluation timelines, processes and procedures to encourage greater alignment and flexibility

AchieveNJ Current Status

1. Districts across the state have taken advantage of the flexibility in driving quality in their districts
2. Expectations for quality teaching and school leadership actions have been clarified
3. The observation process allows for improved conversations and feedback
4. Student, teacher and school leader data is being used to improve teacher and school leader practice

Chapter 10: Proposal to Readopt with Technical Amendments

- The Department proposes to readopt the chapter with minor amendments to ensure the rules do not expire.
- The Department also plans to initiate a future rulemaking that takes into account:
 - the comments received during the readoption process and
 - feedback from future stakeholder engagement.

Proposed Amendments

N.J.A.C. 6A:10-7.3(a)1
**Principal practice
instrument**

Incorporate domains of practice and/or performance criteria that align to the 2015 Professional Standards for Educational Leaders(PSEL) developed by the National Policy Board for Educational Administration (NPBEA)

N.J.A.C. 6A:9-3.4 defines PSEL as the professional standards for school leaders in New Jersey

Proposed Amendments (cont'd)

Evaluation rubrics shall be submitted to the Commissioner by August 1 for approval by August 15 of each year.

N.J.A.C. 6A:10-2.1(c)
**Evaluation of teaching
staff members**

Aligns with the annual evaluation survey submission timeline

Aligns with the Evaluation Instrument Request for Qualifications submission date
