

DEAC 5/19/2017

HACKETTSTOWN AND GREAT MEADOWS

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Simplified Observation Requirements

Non-Tenured- Three 20 minute observations

Tenured- Two 20 minute observations ^{1 post}

Corrective Action Plan- plus one

for any person who scores below a 2.65

All non-tenured and staff under CAP must have face to face post observation conferences

Highly Effective Evaluation Option

Highly Effective teachers may have 1 classroom observation and one observation based on a portfolio of practice chosen from the Commissioner approved list.

This includes

- Reflective educator practice (videos and student surveys)
- Working with a student teacher
- National Board Certification process

Aligned Deadlines

PDP to be completed in June

CAP in place by September 15

SGO's to be developed by October 31

Training Requirements

DOE supplied resources

Educational Impact will assist with;

- Danielson training materials
- Evaluator calibration
- Novice and Mentor teacher training

Tenure Timelines

Year 1	Year 2	Year 3	Year 4
<ul style="list-style-type: none">• Participate in mentoring program• Receive and evaluation, the summative rating does not count toward tenure acquisition	<ul style="list-style-type: none">• Receive effective or highly effective	<ul style="list-style-type: none">• Receive effective or highly effective	<ul style="list-style-type: none">• Be employed in the district for 4 years• Receive effective or highly effective (2 of the 3 years)

Corrective Action Plans

- Replace a PDP for anyone who requires one
- Must address an area in need of improvement identified in the evaluation rubric
- Specific demonstrable goals and timelines for improvement
- Must be created in collaboration with staff member and administration by 10/31
- Teacher observations may not occur between the receipt of summative evaluation score and CAP implementation
- Requires multiple observers, an additional observation, a **status review** during each post observation conference and a **mid-year conference**
- For staff who receive an MSGP, a modified PDP would be in place until the scores are released

OCS Other Certified Staff Evaluations

- Three observations for non-tenured staff
- Four rating categories- HE, E, PE, I
- Individualized PDP's
- Four year timeline to tenure
- CAPS for staff rated partially effective or ineffective

Resources

<http://www.hackettstown.org/Page/8698>

<https://www.gmrtd.com/Domain/266>

<http://www.state.nj.us/education/AchieveNJ/>