

# NEW JERSEY EDUCATOR EFFECTIVENESS TASK FORCE

APRIL 1, 2011

# CONTEXTUAL BACKGROUND

- ACHIEVEMENT GAP
- “WIDGET EFFECT” 2005
- Teaching to Learning ENVIRONMENT
- “RACE to the TOP”
- NEW JERSEY’S FAILURE
- 2<sup>ND</sup> ATTEMPT
- COMMISSIONER’S COMMITTEE
- EXECUTIVE ORDER NO. 42

# EXECUTIVE ORDER NO. 42

- 9 MEMBERS ( chairperson)
  1. Charged with:
    - a) making recommendations “how best to measure the effectiveness of teachers & school leaders, based on defined parameters.”
    - b) “at least” 50% of the teacher or school leader evaluation include measures of student achievement
    - c) demonstrated practices of effective teachers and leaders
    - d) Weighting the measures of effective practice

INITIAL REPORT DUE BY MARCH 1, 2011

# TASK FORCE

## PROCESS

1. Meeting protocols
2. Timelines
3. Schedule
4. Resources
5. Core Beliefs

# CORE BELIEFS

- NEEDS OF STUDENT –PARAMOUNT
- ALL CHILDREN CAN SUCCEED
- EFFICACY OF EDUCATORS
- SYSTEMIC APPROACH
- STRONG EVALUATION SYSTEM                      must include:
  - a) Clear expectations
  - b) Meaningful feedback
  - c) Facilitate collaboration
  - d) Linked to professional development

# RECOMMENDED FRAMEWORK for TEACHER EVALUATION SYSTEM

- 50% INPUT – teacher practice
- 50% OUTPUT – student achievement

## TEACHER PRACTICE

- a) Standard based
- b) New INTASC STANDARDS – greater emphasis on data, technology and designed for developmental stages
- c) high-quality observation protocol – at least 50%
- d) Other measures – up to 50% ( portfolios. Logs, surveys etc)

# REVIEWERS

1. TIME
2. FLEXIBILITY
3. MASTER TEACHERS

## PEER ASSISTANCE & REVIEW (PAR)

1. Montgomery County, Maryland
2. Ohio
3. Oversight Panel comprised of teachers and leaders
4. Tenure is waived

# RECOMMENDED FRAMEWORK for TEACHER EVALUATION SYSTEM

- 50% INPUT – teacher practice
- 50% OUTPUT – student achievement

## STUDENT ACHIEVEMENT

- a) Student growth – (35% - 45%)
  - I. Growth scores
  - II. 2 points in time
  - III. 24/ 43 states – already or planned to use in analyzing teacher effectiveness
- b) School-wide performance measure – ( 5%)
  - I. Graduation rates
  - II. Promotion rates
  - III. College matriculation rates
- c) Other performance measure – (0 – 10%)
  - I. Supplemental assessments
  - II. Nationally normed tests
  - III. flexibility

# RECOMMENDED FRAMEWORK for SCHOOL LEADER EVALUATION SYSTEM

- 40% INPUT – PRINCIPAL practice
- 10% RETENTION of Effective Teachers
- 50% OUTPUT – student achievement

## PRINCIPAL PRACTICE

- a) Standard based
- b) New ISLLC STANDARDS
- c) Performance indicators – McRel, NJPSA, waiver
- d) Evidence of Performance - Data sources, portfolios, 360 degree protocol, etc.
- e) Evaluation tool – rubrics, templates,
- f) Frequency – 2X year and summative

# RECOMMENDED FRAMEWORK for SCHOOL LEADER EVALUATION SYSTEM

- 40% INPUT – PRINCIPAL practice
- 10% RETENTION of Effective Teachers
- 50% OUTPUT – student achievement

## RETENTION of Effective Teachers

- a) Empowerment of Principals
- b) Improvement of teachers
- c) Recruiting effective teachers
- d) Retaining effective teachers
- e) Exiting ineffective teachers

# RECOMMENDED FRAMEWORK for SCHOOL LEADER EVALUATION SYSTEM

- 40% INPUT – PRINCIPAL PRACTICE
- 10% RETENTION of EFFECTIVE TEACHERS
- 50% OUTPUT – STUDENT ACHIEVEMENT

## STUDENT ACHIEVEMENT

- a) Student growth – (35% )
  - I. Aggregate Growth scores
  - II. More grades, content areas
  
- b) School-wide performance goal– ( 15%)
  - I. Graduation rates
  - II. Promotion rates
  - III. College matriculation rates
  - IV. Flexibility

# CONDITIONS for SUCCESS

1. Engaging/ Training Evaluator Capacity
2. Observation frequency and teacher feedback
3. Reconsidering priorities
4. Developing high quality assessments/ data systems
5. Additional observers/Access to resources
6. Continuous improvement
7. Increased Principal autonomy
8. Teachers of Special Populations
9. Superintendent evaluations /Evaluations for all
10. Implementation

# Next Steps

1. Feedback from stakeholders
2. Convene sub-groups
3. Develop detail recommendations for piloting

# Questions/Concerns/Comments

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