

Educator Evaluation System

Guidelines for New Jersey Charter Schools

Overview

In schools, teachers and leaders have the greatest influence on student learning. Since 2010, the New Jersey Department of Education (NJDOE) has been working to improve educator evaluation and supports. These efforts have resulted in New Jersey's historic 2012 TEACHNJ Act, which mandates requirements for the new statewide educator evaluation system and links tenure decisions to evaluation ratings.

Under the current law, there is **no statutory requirement** that an equivalent educator evaluation system as defined in the 2012 TEACHNJ Act be established for charter schools. **However, an effective educator evaluation system in charter schools is required and subject to the review and approval of the Office of Charter Schools.**

The Department seeks to ensure educator excellence for all public school students. Charter schools are provided greater autonomy with regard to requirements to support their mission in spurring innovation in educational practices and offering alternatives to traditional public school districts. The purpose of this document is to provide guidance to charter schools for the development of evaluation systems for all teaching staff. This document is designed to:

- Communicate the Office of Charter School's guidance and deadlines to submit an approved Teacher Evaluation System and School Leader/Principal Evaluation System to be approved; and
- Offer assistance in developing a Teacher Evaluation System and School Leader/Principal Evaluation System that will be approved by the Office of Charter Schools.

Although not required under law, charter schools may find the guidelines provided by the NJDOE for their educator evaluation systems useful in developing their own educator evaluation systems. The guidelines provided by the NJDOE may be found here: <http://www.state.nj.us/education/AchieveNJ/>

Requirements & Deadlines

Every charter school must develop and implement a high-quality, rigorous educator evaluation system, which must be approved by their board of trustees by **June 30, 2013**. Schools must submit both a teacher evaluation system as well as a principal evaluation system. The evaluation systems will be subject to the review and approval of the New Jersey Department of Education.

Please submit the following documentation for review and approval:

- Board resolution approving the teacher and school leader/principal evaluation system;
- Summary memo detailing the overarching principles of the school's evaluation system;
- Teacher Evaluation System ; and
- School Leader/Principal Evaluation System

Teacher Evaluation System Guidance

The Office of Charter Schools recommends that charter schools' teacher evaluation systems include the following components:

- Multiple measures of performance to evaluate teachers including student achievement and teacher practice;
- A method for calculating an overall (summative) evaluation rating that combines the multiple measures of teacher practice and student achievement. Charter schools should use multiple ratings to evaluate their teachers;
- Sample of the teacher practice instrument to be used in classroom observations (e.g. Charlotte Danielson's *Framework for Teaching*); and
- Clear delineation of differences in the teacher evaluation system between tenured and non-tenured teachers including number of observations the charter school will require for tenured and non-tenured teachers.

School Leader / Principal / Vice Principal / Assistant Principal Evaluation System Guidance

The Office of Charter Schools recommends that charter schools' school leader / principal evaluation systems include the following components:

- Multiple measures for evaluating school leaders, principals, vice principals and assistant principals including principal practice and student achievement; and
- A method for calculating an overall (summative) evaluation rating that combines the multiple measures of principal practice and student achievement.