

Chapter 10 Readoption

Division of Academics and Performance

July 1, 2020

Tonya Breland, Director, Office of Professional Learning

Pete Mazzagatti, Ed.D., Policy Analyst



Please note that this PowerPoint presentation has been modified from its original version to be more accessible.

Chapter 10: Readoption Proposal

- The Department
 - proposed to readopt the chapter with minor amendments
 - signaled willingness to propose additional amendments if public testimony pointed out additional areas warranting regulatory change
 - proposed additional amendments in February 2020, based on public testimony
 - have amended the proposal, withdrawing the amendments put forth at proposal level



Amendments Being Withdrawn: Rationale

- COVID-19 has resulted in tremendous disruption to all aspects of education, including the evaluation of educators
- The Department contends that maintaining the stability/predictability of the existing evaluation system is critical as school districts grapple with the "new normal" of post-COVID-19 operations.
- Districts will need to need to reestablish norms within their educator evaluation systems in the 2020-21 school year including:
 - setting new baselines for student learning measures
 - establishing interrater reliability on the evaluation of educators whose instruction may continue to be delivered remotely
- The Department believes that the burden on school districts is best reduced by avoiding non-essential regulatory changes



Corrective Action Plans: Appeals Process

Proposed Text Being Withdrawn

N.J.A.C. 6A:10-2.5(a) Corrective Action Plans (CAP) for all Teaching Staff

For each teaching staff member rated ineffective or partially effective on the annual summative evaluation, as measured by the evaluation rubrics, a corrective action plan shall be developed by the teaching staff member and the teaching staff member's designated supervisor.

[[In accordance with N.J.A.C. 6A:10-2.4(b), school districts shall create and implement a policy establishing a process for appeals when a teacher and the designated supervisor disagree about the corrective action plan's content. The policy shall not allow the final determination regarding a disputed corrective action plan to be made solely by the designated supervisor.]] If the teaching staff member does not agree with the corrective action plan's content, the designated supervisor shall make the final determination.



Corrective Action Plans: Date Adjustment

Proposed Text Being Withdrawn

N.J.A.C. 6A:10-2.5(b) Corrective Action Plans (CAP) for all Teaching Staff

The corrective action plan shall be developed and the teaching staff member and his or her designated supervisor shall meet to discuss the corrective action plan

[[**within 25 teaching staff member working days following September 1**]] by October 31 of the school year following the year of evaluation.



School Improvement Panels

**Proposed
Text
Being
Withdrawn**

N.J.A.C. 6A:10-3.1 School Improvement Panel (ScIP) Membership

[[[e) The School Improvement Panel shall meet at least three times during each school year. The school district's administration shall also hold an annual meeting consisting of representatives from each building's School Improvement Panel to engage building-level input on school district policies and practices.]]



Weighting the Components of a Teacher's Evaluation

**Proposed
Text
Being
Withdrawn**

***N.J.A.C. 6A:10-4.1(d)1* Components of the Teacher Evaluation Rubric**

- a teacher receives a median student growth percentile, the student achievement component shall be at least [30] [[20]] 30 percent and no more than 50 percent of a teacher's evaluation rubric rating as determined by the Department.



Final Amendments for Adoption

Proposed Rule	Rationale
<p><i>N.J.A.C. 6A:10-7.3(a)1 Principal practice instrument</i> Alignment of all approved Principal Practice Instruments to the 2015 Professional Standards for Educational Leaders (PSEL)</p>	<p>The PSEL standards (N.J.A.C. 6A:9-3.4) define the professional standards for school leaders in New Jersey</p>
<p><i>N.J.A.C. 6A:10-2.1(c) Evaluation of teaching staff members</i> Evaluation rubrics shall be submitted to the Commissioner by August 1 for approval by August 15 of each year</p>	<p>Aligns with the annual evaluation survey submission timeline, and the Evaluation Instrument Request for Qualifications submission date</p>



The Path Forward

- Strengthen guidance particularly in the areas of those amendments which have been withdrawn
- Work with stakeholders in ensuring best practices are implemented throughout the state
- Continue to promote evaluation as a vehicle for professional learning

