

EXECUTIVE ORDER NO. 42

WHEREAS, the State of New Jersey ("State") is committed to improving the quality of education for all New Jersey children; and

WHEREAS, research has consistently shown that the single most important factor in a student's educational attainment is the quality of his or her teacher and school leader; and

WHEREAS, while there are many outstanding, hard-working and effective teachers and school leaders throughout the State, there are many who do not meet the same standards of excellence, and the current method for evaluating teacher and school leader performance has proven to be both inadequate and ineffective; and

WHEREAS, the lack of a more precise framework in which to properly and fully assess teacher and leader quality has resulted in an inability to effectively improve teacher and leader performance, reward excellence, or provide real accountability; and

WHEREAS, this Administration firmly believes that improving the methods of assessing the teachers and school leaders in this State will better equip school districts to improve their performance and, ultimately, the educational success of New Jersey students; and

WHEREAS, with a new statewide evaluation system, New Jersey will also be able to better address and improve school personnel policies concerning professional development, promotion, compensation, merit-based bonuses, tenure, and reductions in force and separations; and

WHEREAS, in order to improve the State's method of assessing its teachers and school leaders, and ensure that they are effectively educating our children, a Task Force composed of a broad range of education practitioners and experts should be established to explore evaluation models and recommend a statewide evaluation system that will inform decisions about various school personnel policies, including professional development, promotion,

compensation, merit-based bonuses, tenure, and reductions in force and separations.

NOW, THEREFORE, I, CHRIS CHRISTIE, Governor of the State of New Jersey, by virtue of the authority vested in me by the Constitution and by the Statutes of this State, do hereby ORDER and DIRECT:

1. There is hereby created a New Jersey Educator Effectiveness Task Force for School and District-level education professionals, hereinafter referred to as the "Task Force."

2. The Task Force shall consist of up to nine (9) members appointed by the Governor who shall serve at his pleasure. The Governor shall select a chairperson from among the members of the Task Force. The Task Force shall consist of individuals who have practical experience, knowledge or expertise in the areas of education policy or administration. All members of the Task Force shall serve without compensation. The Task Force shall organize as soon as practicable after the appointment of its members.

3. The Task Force is charged with presenting recommendations to the Governor regarding how best to measure the effectiveness of teachers and school leaders, based on defined parameters. The effectiveness recommendations must include:

a. identified measures of student achievement – representing at least 50% of the teacher or school leader evaluation – which should be used for evaluating educator performance;

b. demonstrated practices of effective teachers and leaders, which should comprise the remaining basis for such evaluations; and

c. how these measures of effective practices should be weighted.

4. The Department shall provide staff support to the Task Force. The Task Force may consult with education stakeholders, practitioners, experts or other knowledgeable individuals in the public or private sector on any aspect of its mission.

5. The Task Force shall issue an initial report containing its recommended effectiveness evaluation framework to the Governor no later than March 1, 2011. Thereafter, the Task Force will continue to meet as needed to continue to review and revise, if necessary, the recommendations following the receipt of comments from the public, stakeholders and the State Board of Education, pursuant to a schedule to be developed by the Department. The Task Force shall expire upon the Governor's receipt of a report containing their final recommendations pursuant to this Executive Order.

6. The final report of the Task Force shall be provided to the Legislature and shall be made available to the public.

7. This Order shall take effect immediately.

GIVEN, under my hand and seal this
28th day of September,
Two Thousand and Ten, and of
the Independence of the
United States, the Two
Hundred and Thirty-Fifth.

/s/ Chris Christie
Governor

Attest:

/s/ Jeffrey S. Chiesa
Chief Counsel to the Governor