

# EE4NJ UPDATE

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BORDENTOWN REGIONAL SCHOOL  
DISTRICT

# REQUIREMENTS

- DISTRICT EVALUATION ADVISORY COMMITTEE (DEAC)
- NEW OBSERVATION FORMAT
- DIFFERENT TYPES OF OBSERVATIONS
- TEACHER PROFESSIONAL DEVELOPMENT
- OBSERVER TRAINING
- SUMMATIVE RATING FORM
- STUDENT ACHIEVEMENT

# DISTRICT EVALUATION ADVISORY COMMITTEE (DEAC)

- CONVENED IN JULY 2012
- CONSISTS OF:
  - TEACHERS (18, REPRESENTING ALL SCHOOLS)
  - ADMINISTRATORS (ALL INSTRUCTIONAL ADMINISTRATORS)
  - BOE MEMBERS (3, INCLUDING A PARENT)
- CHARGE:
  - DECISION-MAKING
  - PROFESSIONAL DEVELOPMENT
  - COMMUNICATION



# NEW OBSERVATION FORMAT

- BASED ON CHARLOTTE DANIELSON'S *FRAMEWORKS FOR TEACHING*
- TEACHSCAPE SOFTWARE

# DIFFERENT TYPES OF OBSERVATIONS

- 15-MINUTE OBSERVATION
- 30-MINUTE OBSERVATION
- DOUBLE-SCORED OBSERVATION (2 OBSERVERS AT SAME TIME)
  
- CORE VS. NON-CORE
- TENURED VS. NON-TENURED
- **OVER 750 SCHEDULED OBSERVATIONS (306 WERE COMPLETED IN 2011-2012)**

# PROFESSIONAL DEVELOPMENT

- CONTENT:
  - FOCUSED ON DANIELSON'S FRAMEWORK
  - TEACHSCAPE TRAINING
- "TRAIN THE TRAINER" MODEL
  - DEAC MEMBERS (SUMMER)
  - DANIELSON GROUP TRAINER
  - BUILDING-BASED TRAININGS FOLLOWING MODEL



# OBSERVER TRAINING

- ADMINISTRATIVE TEAM
- DANIELSON TRAINER
  - ADDITIONAL DAY IN SUMMER
  - DEAC TEACHERS INVITED TO ATTEND
- TEACHSCAPE VIDEOS

# SUMMATIVE RATING FORM

- SUB-COMMITTEE
  - TEACHERS
  - ADMINISTRATORS
- CREATED TWO FORMS (TESTED AND NON-TESTED)
- INTRODUCED TO DEAC FOR FINAL APPROVAL
- DISCUSSED AT FACULTY MEETINGS AND ON PD DAYS



# SUMMATIVE RATING FORM

- STUDENT ACHIEVEMENT
  - 50% 4<sup>TH</sup>-8<sup>TH</sup> MATH AND LA TEACHERS
  - 25% ALL OTHERS (NON-TESTED)
- PROFESSIONAL PRACTICE (50% OR 75%)
  - CLASSROOM OBSERVATION (45% OR 70%)
  - OTHER MEASURE OF PROFESSIONAL PRACTICE – “DOMAIN 4” (5%)

# STUDENT ACHIEVEMENT

- STUDENT GROWTH PERCENTILE
  - NJASK 4 – 8, LA AND MATH
  - 35% OF FINAL SCORE
- STUDENT ACHIEVEMENT GOAL
  - TEACHERS COLLABORATED TO CREATE
  - 10% FOR “TESTED AREAS” (SEE ABOVE)
  - 20% FOR “NTGS” (NON-TESTED GRADES AND SUBJECTS)
- 5% – BUILDING-BASED MEASURE OF STUDENT ACHIEVEMENT

# EVALUATION FUTURE...

- SCHOOL IMPROVEMENT PANELS (SCIP)
  - PRINCIPAL (OR DESIGNEE), OTHER ADMIN
  - TEACHER(S)
- NJDOE DRAFTING FORMAL REGULATIONS
  - USING FEEDBACK FROM PILOTS
  - AVAILABLE FOR REVIEW IN MARCH
  - IMPLEMENTATION: FALL 2013
- PRINCIPAL EVALUATION \*\*



# PRINCIPAL EVALUATION \*\*

## • INPUTS

### • PRINCIPAL PRACTICE

- SELECT OBSERVATION TOOL
- TWO OBSERVATIONS PER YEAR

### • PRINCIPAL LEADERSHIP

- BASED ON LEADING EVALUATION REFORM
- USE STATE-CREATED RUBRIC

## • OUTPUTS

- SCHOOL-WIDE STUDENT GROWTH PERCENTILE
- TEACHER STUDENT GROWTH OBJECTIVES
- PRINCIPAL GOALS

# Thank You!

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