

FRANKLIN LAKES PUBLIC SCHOOLS

Teacher Evaluation Committee

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September 28, 2012

Dear Colleagues,

As you may recall, early in 2012, Cheryl Best presented to us on the Common Core State Standards, NJ PARCC, and the new Principal and Teacher Evaluation requirements. In June of 2012, both the New Jersey Senate and the Assembly passed tenure reform legislation unanimously. Governor Christie signed that into law on August 6, 2012. Since then, the District has devoted significant time to understanding and implementing this law, and we will continue to do so at our October faculty meetings and our October 8, 2012 professional development day. One of the more significant changes is that the time period to achieve tenure will be lengthened to four years from the current three. Teachers will need three consecutive summative evaluations rating them effective or highly effective to earn tenure in four years. All employees in the process of earning tenure before the signing of the law will still earn tenure in three years. Tenure and evaluation have always been linked. This law, however, makes the connection more specific. In fulfillment of the new requirements, a new evaluation component must be implemented in the 2013-2014 school year.

The Franklin Lakes School District has aligned our current evaluation forms to the mandatory language the State of New Jersey now requires. This is part of our shift to this new evaluation system. Going forward, on all observation and annual performance review forms, you will notice check boxes for an administrator to indicate whether your evaluation is highly effective, effective, partially effective, or ineffective. You can access our revised forms on the website listed below. Rest assured that principals will be reviewing the revised forms with their faculties, as well as the accompanying policies and regulations, during our October faculty meetings.

During the 2011-2012 school year, our superintendent asked for volunteers to join a representative committee of administrators and teachers who would help to ensure the identification of a new model and the smooth transition to new evaluation tools and processes. The committee researched the four models approved by the State of New Jersey and determined the Stronge Model and McREL Model to be the best possible choices for our district. The Committee has organized materials and two presentations to inform you. The two presentations will take place on the morning of our October 8th Professional Development Day. In order to better understand these models, you should familiarize yourself with them in advance by reviewing the materials on the website listed below:

[Teacher and Principal Evaluation Information Website](#)

The committee understands the importance of this new law and the implications that it has on our profession. Again, it is our goal to have your input and to make this transition as seamless as possible.

Sincerely,

Your Teacher Evaluation Committee

