

Evaluation System: Support and Readiness for Success

Key Timelines

Department of Accountability



Focal Point

Educational Leadership for the 21st Century

Paterson Public Schools

Our Mission:

To prepare each student for success in the college/university of their choosing and in their chosen career

Our Vision:

To be the leader in educating New Jersey's urban youth

Evaluation Components

1. Teacher Practice
 - Observations
 - Visits (previously walkthroughs) – unofficial observations
2. Student/Program Objective
 - 2 Student Growth Objective: (SGO) – agreed upon by the teacher and supervisor at the beginning of the school year.
 - 2 Program Growth Objective: (PGO) – non-classroom staff; counselors, nurses, directors, etc.
 - Student Growth Percentile: (SGP) – PARCC based measure in tested grades only
3. Summative Rating
 - Overall evaluation score

Evaluation Component Weights

Type of Educator	Evaluation Component Weights
<p>mSGP¹ Teacher Teachers of grades 4-7 (Math) grades 4-8 (ELA)</p>	<ul style="list-style-type: none"> • mSGP: 30% • Student Growth Objective (SGO): 15% • Teacher Practice: 55%
<p>Non-mSGP Teacher Teachers who do NOT teach grades 4-7 (Math) grades 4-8 (ELA)</p>	<ul style="list-style-type: none"> • SGO: 15% • Teacher Practice: 85%
<p>mSGP Principal/ Assistant/Vice Principal (AP/VP) Schools with grades 4-7 (Math) grades 4-8 (ELA)</p>	<ul style="list-style-type: none"> • mSGP: 30% • Administrator Goals: 10% • SGO Average: 10% • Principal Practice²: 50%
<p>Non-mSGP Principal/AP/VP Schools without grades 4-7 (Math) grades 4-8 (ELA)</p>	<ul style="list-style-type: none"> • Administrator Goals: 40% • SGO Average: 10% • Principal Practice: 50%

Scoring the Summative Rating

Multiple Measures for Non-tested Grades and Subjects

This section describes scoring for the final summative rating.

Practice

Student Achievement

Teacher Practice

Based on classroom observations



Student Growth Objective (SGO)

Set by teacher and principal



Summative Rating

Overall Evaluation Score

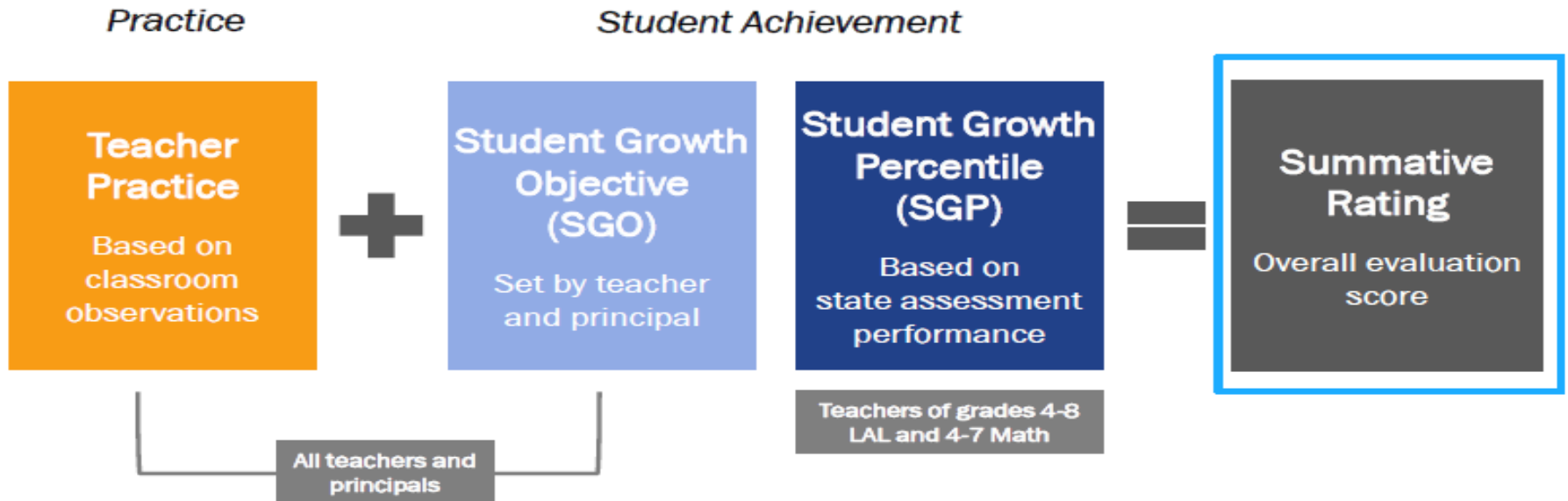


Districts are responsible for entering the evaluation component scores for measures of Educator Practice and SGO's in NJSMART.

Scoring the Summative Rating

Multiple Measures for Tested Grades and Subjects- Grades 4-8 Language Arts and Math Teachers

This section describes scoring for the final summative rating.



Districts are responsible for entering the evaluation component scores for measures of Educator Practice and SGO's in NJSMART. NJDOE will enter SGP scores (PARCC) as well as the final summative rating score for each educator into NJSMART.



BIG Picture: Tool Alignment

Principal/Vice Principal Standards	Supervisor Standards	Teacher Standards
Leadership 3x	Leadership 2x	Preparation for Instruction 2x
Instructional Program 3x	Instructional Program 3x	Use of Data 2x
Staff Development 2x	Staff Development 3x	Delivery of Instruction 3x
Effective Management 1x	Effective Management 1x	Interventions 3x
Professional Responsibilities 1x	Professional Responsibilities 1x	Classroom Environment 2x
		Leadership 2x
		Professional Responsibilities 1x

Observations for Non-Tenured: (Years 1 and 2)

Staff	Observation One Sept-Nov (Nov. 14th)	Observation Two Dec-Feb (Feb. 6th)	Observation Three March-April (April 3th)
Teachers	Standards 1,3,5	Standards 1, 2, 3, 4	Standards 4, 5, 6, 7

- 2 Long (40 minutes each) – Pre-Conference and Post-Conference
- 1 Short (20 minutes each) – Post-Conference
- Long announced; short at the discretion of the principal
- Classroom Visits– Minimum of 3 total for the year – 10 minutes each
- Multiple Observers – Required
- **Summative Conference April 17th**

Observations for Non-Tenured: (Years 3 and 4)

Staff	Observation One Sept-Nov (Nov. 14th)	Observation Two Dec-Feb (Feb. 6th)	Observation Three March-April (April 3rd)
Teachers	Standards 1,3,5	Standards 1, 2, 3, 4	Standards 4, 5, 6, 7

- 1 Long (40 minutes each) – Pre-Conference and Post-Conference
- 2 Short (20 minutes each) – Post-Conference
- Long announced; short at the discretion of the principal
- Classroom Visits– Minimum of 3 total for the year – 10 minutes each
- Multiple Observers – Required
- **Summative Conference April 17th**

Observations for Non-Tenured Corrective Action Plan (CAP)

Staff	Observation One Sept-Oct (Oct. 11th)	Observation Two Nov-Dec (Dec. 2nd)	Observation One Jan-Feb (Feb. 2nd)	Observation Two March-April (April 3rd)
Teachers	Standards 1,3,5	Standards 1, 2, 3, 4	Standards 4, 5, 6, 7	Standards 1, 2, 3, 4

- 2 Long (40 minutes each) – Pre-Conference and Post-Conference
- 2 Short (20 minutes each) – Post-Conference
- Long announced; short at the discretion of the principal
- Classroom Visits– Minimum of 3 total for the year – 10 minutes each
- Multiple Observers – Required
- **Summative Conference April 12th**

Observations for Tenured:

Staff	Observation One Sept-Nov	Standards Two March-April
Teachers	Standards 1, 2, 3, 4, and 5 (Nov. 21, 2016)	Standards 1, 2, 3, 4, 5, 6, and 7 (April. 24, 2016)

- 1 Long (40 minutes each) – Pre-Conference and Post-Conference
- 1 Short (20 minutes each) – Post-Conference
- Long announced; short at the discretion of the principal
- **Highly Effective Tenured: 2 shorts (1 announced 1 unannounced)**
- Classroom Visits– Minimum of 3 total for the year – 10 minutes each
- Multiple Observers – Required
- **Summative Conference May 15, 2017**

Observations for Tenured Corrective Action Plan (CAP)

Staff	Observation One Sept-Nov	Observation Two Dec-Feb	Observation Three March-April
Teachers	Standards 1,3,5 (Nov. 14th)	Standards 1, 2, 3, 4 (Feb. 6th)	Standards 4, 5, 6, 7 (April 24th)

- 2 Long (40 minutes each) – Pre-Conference and Post-Conference
- 1 Short (20 minutes each) – Post-Conference
- Long announced; short at the discretion of the principal
- Classroom Visits– Minimum of 3 total for the year – 10 minutes each
- Multiple Observers – Required
- **Summative Conference May 12th**

Evaluation System: SNAPSHOT

Minimum Required Standards for Principal Observations

Round One (Sept-Nov)	Round Two (Dec-Feb)	Round Three (March-May)
Standard B: 1, 2, 3 C: 1, 2	Standard B: 1, 2, 3 C: 1, 2, 3	Standards B:1, 2, 3 C: 1, 2, 3
A1, D1, D2 (Class and school schedule), D3 (Climate)	A2, A3, D1(Budget), D2 (Time Management), E1, E2	E1, E2, A3, A4, D3 (Climate), E3

Principals (Tenured/Non-Tenured)
(Non-Tenured Principals - 3 Observations)
(Tenured Principals with Effective or Highly Effective Summative Rating - 2 Observations)

The 1st observation must be completed in Media X by **November 28, 2016**.

The 2nd observation must be completed in Media X by **February 28, 2017**.

The 3rd observation must be completed in Media X by **April 20, 2017**.

Summative Conferences and Evaluations for non-tenured principals must be completed and electronically signed and submitted in Media X by April 27, 2017.

Summative Conferences and Evaluations for tenured principals must be completed and electronically signed and submitted in Media X by May 31, 2017

Minimum Required Standards for Vice Principal Observations

Round One (Sept-Nov)	Round Two (Dec-Feb)	Round Three (March-May)
Standard B: 1, 2, 3 C: 1, 2	Standard B: 1, 2, 3 C: 1, 2, 3	Standards B:1, 2, 3 C: 1, 2, 3
A1, D1, D2 (Class and school schedule), D3 (Climate)	A2, A3, D1(Budget), D2 (Time Management), E1, E2	E1, E2, A3, A4, D3 (Climate), E3

Vice Principals (Tenured/Non-Tenured) (3 Observations)

The 1st observation must be completed in Media X by **November 28, 2016**.

The 2nd observation must be completed in Media X by **February 28, 2017**.

The 3rd observation must be completed in Media X by **April 20, 2017**.

Summative Conferences and Evaluations for non-tenured vice principals must be completed and electronically signed and submitted in Media X by April 27, 2017.

Summative Conferences and Evaluations for tenured vice principals must be completed and electronically signed and submitted in Media X by May 31, 2017.

Minimum Required Standards for Supervisor Observations

Round One	Round Two	Round Three
Standard#1: Instructional Program (3x)	Standard# 3: Leadership (2x)	Standard#5: Professional Responsibilities (1x)
Standard #2: Staff Development (3x)	Standard# 4: Effective Management (1x)	

School-Based and Central Office Supervisors (Tenured/Non-Tenured) (3 Observations)

The 1st observation must be completed in Media X by **November 28, 2016**. (The first observation for School-Based Supervisors will be a co-observation by central office directors and principals.)

The 2nd observation must be completed in Media X by **February 28, 2017**. (The second observation for School-Based Supervisors will be completed by principals.)

The 3rd observation must be completed in Media X by **April 20, 2017**.

(The third observation and summative conference will be completed by central office directors.)

Summative Conferences and Evaluations for non-tenured School-Based Supervisors must be completed and electronically signed and submitted in Media X by April 27, 2017.

Summative Conferences and Evaluations for tenured School-Based Supervisors must be completed and electronically signed and submitted in Media X by May 31, 2017.