

Gloucester County Vocational-Technical School District  
Teacher Evaluation System  
SY2020-21  
Teacher Evaluation and Support



Multiple Measures of Student Achievement and Teacher Practice

## 2020-2021 Student Growth Data and Educator Evaluation Guidance

The following guidance is an addendum to earlier [Educator Evaluation Guidance](#) for the 2020-2021 school year. On January 11, 2021, Governor Murphy issued [Executive Order 214](#) which waived the use of student achievement data as a measure in determining the effectiveness of all New Jersey educators for the 2020-21 school year. Chapter 10 regulations define both the Student Growth Objective (SGO) and administrator goal processes as the measures to be used in fulfilling the student achievement component required in the TeachNJ Act. The following holds true for these processes as a result of the Executive Order:

1. SGOs: Will not count towards any educator's summative score for the 2020-2021 school year.
2. Administrator Goals: Student achievement data culled from these goals will not be used to determine the effectiveness of Principals, Assistant Principals (AP) or Vice Principals (VP). These goals must measure processes. See below for more information.
3. Educators, including teachers', Principals/APs/VPs' evaluation component weights will be as follows:

Educator Type	Evaluation Component Weights
Teachers	Teacher Practice: 100% (as measured by traditional observations and/or portfolio process)
Principals/APs/VPs	<ul style="list-style-type: none"><li>• Principal Practice: 90%</li><li>• Administrator Goals: 10%</li></ul>

Regulations stipulate that a second function of processes related to the development and use of SGOs is that they "shall be used to determine impact on student learning." *N.J.A.C. 6A:10-4.2(a)* and *N.J.A.C. 6A:10-5.2(a)*. The New Jersey Department of Education (NJDOE) recognizes and honors the efforts educators have put forth this school year in preparing and implementing SGOs and administrator goals. Therefore, all other regulatory requirements for the development and completion of SGOs and administrator goals shall remain in effect and be used to inform instructional decisions and educator practice.

While the components comprising an educator's summative rating will be different for this school year, data culled from the development and completion of SGO and administrator goals is valuable in informing instructional decisions and determining the impact of educator practice on student learning. This underscores the importance of completion of both SGOs and administrator goals.

### Teacher Practice

Teacher practice is measured by performance on a state-approved [teacher practice instrument](#) (e.g., Danielson, Marzano, et al.), which is used to gather evidence primarily through classroom observations.

**Non-tenured teachers** will have at least three required observations each year.

- Each observation must be conducted for a minimum of 20 minutes.
- Multiple observers are required.

**Tenured teachers** will have at least two required observations each year.

- Each observation must be conducted for a minimum of 20 minutes.
- Multiple observers are recommended.

With mutual agreement between teacher and supervisor, one traditional observation of a tenured teacher rated highly effective on their previous evaluation may have one of their observations replaced by a [portfolio of practice option](#) chosen from a commissioner-approved list.

### Observation Requirements Summary<sup>2</sup>

Teacher Status	Minimum Observations (at least 20 minutes each)	Multiple Observers
Non-tenured	3	Required
Tenured	2	Recommended
Corrective Action Plan	Plus One	Required

**Additional notes on observations:**

- Announced vs. Unannounced: Within the minimum requirements, all teachers must have at least one unannounced and one announced observation with a pre-conference.
- Non-tenured teachers present for less than 40% total school days in an academic year: A minimum of 2 observations are required.
- Post-conferences: Post-conferences between teachers and their supervisors are required following each observation. These conferences must all be face-to-face for non-tenured teachers and at least one must be face-to-face for tenured teachers.

Observations are performed by trained staff. All observers must be trained on the instrument before evaluating educators and must participate in at least two “co-observations” throughout the year. All observers must participate in yearly "refresher" training, and superintendents or chief school administrators must certify each year that all observers have been trained. An increased number of opportunities to engage in high-quality professional conversations with trained observers will allow educators to reflect on their professional practice with more depth and clarity. Information derived from observations and post-conferences will be used to tailor professional development for each teacher.

### Summative Rating

This overall evaluation score combines the multiple measures of teacher practice and student growth. All New Jersey teachers earn one of four ratings: Highly Effective, Effective, Partially Effective, or Ineffective. All teachers receive individual professional development plans based on their ratings. Teachers rated Ineffective or Partially Effective work with their principals to create a Corrective Action Plan with targeted professional development for the subsequent year. To maintain tenure, all teachers (regardless of hire date) have to continue to earn a rating of Effective or Highly Effective.

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Number of Teachers Meeting the District’s Criteria for Acceptable Performance: 99

Number of Teachers in School: 106

Percent of Teachers in District Meeting these Criteria: 93%

<sup>2</sup> Information in this table and box below regarding number and length of observations and post-conferences are described in adopted rules by the State Board in January 2017 for use beginning of the 2016-17 school year.