

**MINUTES OF THE PATERSON BOARD OF EDUCATION
RETREAT ON TEACHER AND PRINCIPAL EVALUATION SYSTEMS
AND FISCAL CLIFF PLANNING STRUCTURE**

February 8, 2014 – 9:00 a.m. to 2:00 p.m.
Seton Hall University
Jubilee Hall
First Floor (Lower Level), Room 132

Presiding: Comm. Christopher Irving, President

Present:

Dr. Donnie Evans, State District Superintendent
Ms. Eileen Shafer, Deputy Superintendent
Ms. Maria Santa, Assistant Superintendent (Unit II)
Mr. Aubrey Johnson, Assistant Superintendent (Unit I)
Mr. Richard Kilpatrick, School Business Administrator

Comm. Chrystal Cleaves, Vice President
Comm. Jonathan Hodges

Comm. Errol Kerr
Comm. Manuel Martinez

Absent:

Comm. Wendy Guzman
Comm. Alex Mendez

Comm. Kenneth Simmons
Comm. Corey Teague

Also Present:

Dr. Michael Osnato
Ms. Diana Pasculli

The Salute to the Flag was led by Comm. Irving.

Comm. Irving read the Open Public Meetings Act:

The New Jersey Open Public Meetings Act was enacted to insure the right of the public to have advance notice of, and to attend the meetings of the Paterson Public School District, as well as other public bodies at which any business affecting the interest of the public is discussed or acted upon.

In accordance with the provisions of this law, the Paterson Public School District has caused notice of this meeting:

**Board Retreat
February 8, 2014 at 9:00 a.m.
Seton Hall University, Jubilee Hall
400 South Orange Avenue
South Orange, New Jersey 07079**

to be published by having the date, time and place posted in the office of the City Clerk of the City of Paterson, at the entrance of the Paterson Public School offices, on the district's website, and by sending notice of the meeting to the Arab Voice, El Diario, the Italian Voice, the North Jersey Herald & News, and The Record.

INTRODUCTORY REMARKS/OVERVIEW

Comm. Irving made introductory remarks and an overview of the days activities.

UPDATE ON TEACHER AND PRINCIPAL EVALUATION SYSTEMS

Assistant Superintendents Maria Santa and Aubrey Johnson presented on TEACHNJ Law/Achieve NJ Evaluation System.

Teacher Evaluation Rubric

- Standard 2: Use of Data to Inform Instruction (2x)
- 1c. Post aligned lesson objectives and plan for demonstrations of learning.
- Performance Standard #1: Preparation for Instruction
- School Improvement Panel
- 1b. Use district adopted curriculum and content knowledge to design coherent lessons.

Teacher Performance Rubric

<u>Criteria</u>	<u>Weight</u>
Preparation for Instruction	2x
Use of Data to Inform Instruction	2x
Delivery of Instruction	3x
Interventions to Meet Diverse Needs	3x
Classroom Environment	2x
Leadership	1x
Professionalism	1x

Principal Midyear Review Feedback Process

BOARD RESPONSIBILITY REGARDING THE TEACHER AND PRINCIPAL EVALUATION SYSTEMS

Ms. Diana Pasculli presented the Board Responsibility Regarding the Teacher and Principal Evaluation Systems.

Agenda:

Overview of key changes under TEACHNJ
AchieveNJ evaluation and support initiative
Essential planning
Specific duties of a Board of Education

- AchieveNJ is part of broader reforms
- AchieveNJ goals
- Key Provisions of TEACHNJ
- New Tenure Acquisition Timelines
- Tenure Revocation under TEACHNJ
- Tenure Charges Decided in Arbitration
- Evaluations use multiple measures
- All teachers must be observed three times
- All teachers set Student Growth Objectives (SGOs)
- Some teachers will receive a median Student Growth Percentile (mSGP)
- Multiple Measures for Principals

- Evaluation Leadership
- Essential Planning
- The SGO Process
- Planning for major outcomes
- Essential Monitoring
- Key Milestones
- 6A:10-2.2a Duties of district boards of education
- 6A:10-2.2b Duties of district boards of education
- Find out more
- From the Code of Ethics for School Board Members (18A:12-24.1)

Principal Performance Evaluation
Final Summative Principal Rating

BREAK

FISCAL CLIFF PLANNING STRUCTURE

Mr. Richard Kilpatrick presented on the 2014-2015 School District Budget and the Fiscal Cliff Planning Structure.

PUBLIC COMMENTS SESSION

There were no speakers from the public.

ADJOURNMENT

It was moved by Comm. Cleaves, seconded by Comm. Martinez that the meeting be adjourned. On roll call all members voted in the affirmative. The motion carried.

The meeting was adjourned at 1:45 p.m.