

Gloucester County Vocational-Technical School District

Educator Evaluation System

SY2024-25

Educator Evaluation

The Teacher Effectiveness and Accountability for the Children of New Jersey (TEACHNJ) Act (N.J.A.C. 18A:6-118) was established with the goal of raising student achievement by improving instruction through the adoption of evaluations that:

- Provide specific feedback to educators
- Identify areas for growth
- Guide professional development
- Inform personnel decisions

The New Jersey Department of Education believes that educators want to be engaged in ongoing discussions about what is working in their practices and what is not. A high-quality educator evaluation system provides the opportunity for a dialogue that meaningfully supports and develops practice.

Teacher Evaluation

AchieveNJ relies on multiple measures of performance to evaluate teachers. These measures include components of both student achievement and teacher practice. While all New Jersey teachers receive an annual summative evaluation rating of Highly Effective, Effective, Partially Effective, or Ineffective, the components used to determine these ratings vary depending on the grades and subjects that educators teach.

Per New Jersey Administrative Code for Educator Effectiveness (N.J.A.C. 6A:10), "Teacher" means a teaching staff member who holds the appropriate standard, provisional, or emergency instructional certificate issued by the State Board of Examiners and is assigned a class roster of students for at least one particular course.

The Office of Educator Evaluation is engaged in improving teaching and learning by providing educators with the feedback they need to improve their practice. The measures of the teacher evaluation system provide a holistic look at a teacher's effectiveness through both teacher practice and impact on student achievement.

Evaluation Scoring

Teacher evaluation scores are the combination of teacher practice and student achievement measures. These weights vary depending on whether a teacher is Student Growth Percentile (SGP) eligible. Final summative scores for teachers are designed to drive a teacher's professional development and accrual of tenure.

Each component of an educator's evaluation results in a score between 1 and 4. Each component is weighted according to a formula and the total is added to determine the summative rating. The [Summative Score Calculator](#) can assist districts in calculating official summative ratings.

Components of the Summative Rating

The summative rating includes the:

- [Teacher Practice](#) score
- [Student Growth Objective \(SGO\)](#) score
- [Median Student Growth Percentile \(mSGP\)](#) score

Calculating the Summative Rating

All teachers receive a practice score, based on classroom observations, and a score based on student growth objectives (SGOs). English Language Arts and Mathematics teachers of tested grades also receive a score for their median student growth percentile (mSGP), based on state assessment performance.

Teacher Practice

Teacher practice is measured by performance on a teacher practice evaluation instrument, which is used to gather evidence primarily through classroom observations. Districts have the flexibility to choose from a growing list state-approved instruments.

Observation Requirements

Tenured Teachers

- Two required observations each school year.
- Each observation must be at least 20 minutes.
- Commissioner-approved activity observation option for highly effective teachers.

Non-Tenured Teachers

- Three required observations each school year.
- Each observation must be at least 20 minutes.

Teachers who end the school year with an Ineffective or Partially Effective rating are required to have an additional observation the following year as part of their corrective action plan.

Observation Details

Announced vs. Unannounced

Within the minimum requirements, all teachers must have at least one unannounced and one announced observation with a pre-conference.

Leave of Absences

- Non-tenured teachers present for less than 40% total school days in an academic year must have a minimum of two observations.
- Tenured teachers must have two observations, regardless of time absent.

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 within 15 teaching staff member working days.

All observers must:

- Be trained on the instrument before observing for the purpose of evaluation.
- Participate in at least two co-observations.
- Participate in annual refresher training.

Superintendents or chief school administrators (CSAs) must certify each year that all observers have been trained.

Options for Highly Effective Educators

A tenured teacher who was rated highly effective on their most recent summative evaluation may use a Commissioner-approved [Reflective Practice Protocol](#) activity for one of their required observations.

Student Growth Objectives

Student Growth Objectives (SGO) are academic goals for students that a teacher sets with their principal or designated supervisor at the beginning of the year.

- These academic goals must be aligned to standards and measured using high-quality assessments of various types including locally developed tests, performance assessments, and portfolios.
- High-quality SGOs use multiple measures to determine the starting point of the students and are differentiated to be ambitious and achievable for all of the students included.
- Additionally, SGOs should include a significant proportion of the standards, course work, and students for which a teacher is responsible.

Tenured Teachers are not required to develop and complete SGOs for the 2024- 2025 school year. Instead, the score from the most recent year in which SGOs were completed will be used. For example, if your most recent SGO score was a 3.25, then your final score for 2024-2025 will also be 3.25.

Non-Tenured Teachers will be required to develop and complete SGOs for the 2024-2025 school year. Any teacher in their first year of employment in a district, without a record of pre-existing SGOs, or any non-tenured teacher must develop and complete SGOs for the 2024-2025 school year.

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.

Gloucester County Vocational-Technical School District SY2024-25
Number of Teachers Meeting the District's Criteria for Acceptable Performance: 110
Number of Teachers in School: 110
Percent of Teachers in District Meeting these Criteria: 100%

Deadlines

- **October 31** - Teachers and supervisors meet to discuss and agree on SGO.
- **February 15** - Adjustments to SGOs can be made, with approval.
- **End of school year** - Teachers and supervisors meet to discuss SGOs and other measures.