Merchantville Board of Education 130 South Centre Street Merchantville, NJ 08109	File Code : 4115 Proposed : 08/23/88 Adopted : 09/27/88 Revised : 04/24/2018 Reviewed : 05/06/2024

Supervision

The board believes that the purpose of supervision is to improve teacher performance in the classroom so that all students have an opportunity to achieve the New Jersey Student Learning Standards.

Each teacher employed in this district as of the effective date specified in code shall be responsible for fulfilling requirements for continuing education and for making annual progress toward the goal of 20 clock hours of state-approved professional development annually. Each teacher's individual professional development plan (PDP) shall incorporate appropriate steps toward this goal and shall be designed to assist teachers in obtaining and maintaining the knowledge and skills essential to student achievement of the New Jersey Student Learning Standards. The professional development plan shall describe specific activities designed to provide guidance for that teacher in improving his/her performance. Such activities may include, but are not limited to, seminars, course work, day-long workshops, and classes on certain instructional approaches.

Although supervisors shall develop professional development plans in collaboration with teachers, the chief school administrator shall maintain final authority in determining their appropriate content. The content of each PDP shall be developed by each teacher's supervisor in consultation with the teacher and shall align with the Professional Standards for Teachers in N.J.A.C. 6A:9-3.3 and the Standards for Professional Learning in N.J.A.C. 6A:9C-3.3. Supervisory assistance and support in achieving the 20 clock hours of state-approved continuing education shall be offered in the context of the district's evaluation process (see policy 4116 Evaluation for Teaching Staff Members), negotiated agreements, other policies, student safety and well-being, continuity of instruction, and budgetary constraints.

The chief school administrator shall develop procedures for supervision of the teaching and administrative staff in performance of their duties that shall not be limited to the observations required for evaluation. Such supervision may include, but need not be limited to, review of lesson plans and teacher-made examinations; regularly scheduled curriculum conferences; and brief, informal classroom observations. The supervisor shall note the teacher's satisfactory fulfillment or non-fulfillment of continuing education requirements identified in the professional development plan.

Key Words

Continuing Education, Professional Improvement Plans, Personnel Supervision, Supervision

Legal References

N.J.S.A. 18A 4-15: General rule-making power
N.J.S.A. 18A 4-16: Incidental powers conferred
N.J.S.A. 18A 6-10: Dismissal and reduction in compensation of persons under tenure in public school system
N.J.S.A. 18A 6-117 et seq: Teacher Effectiveness and Accountability for the Children of New Jersey (TEACHNJ) Act.
N.J.S.A. 18A 6-128: Ongoing professional development
N.J.S.A. 18A 27-3.1 Evaluation of nontenured teaching staff

N.J.S.A. 18A 27-3.2: Teaching staff member; notice of termination; statement of reasons; request; written answer
N.J.S.A. 18A 28-5 Requirements for tenure
N.J.S.A. 18A 29-14 Withholding increments; causes; notice of appeals
N.J.A.C. 6A 9-3.3 Professional Standards for Teachers
N.J.A.C. 6A 9C-3.1 Components and standards
N.J.A.C. 6A 9C-4.4 Requirements for and implementation of teachers' individual professional development plans
N.J.A.C. 6A 10-1.1 Purpose and scope
N.J.A.C. 6A 10-4.1 Components of teacher evaluation rubric

Cross References

2131 - Sample Policy: Chief School Administrator
4112.6 - Sample Policy: Personnel Records
4116 - Sample Policy: Evaluation of Teaching Staff Members
4117.41 - Sample Policy: Nonrenewal
4131 - Sample Policy: Staff Development, Inservice Education, Visitation, Conferences
4215 - Sample Policy: Supervision
4216 - Sample Policy: Evaluation
6143.1 - Sample Policy: Lesson Plans
6200 - Sample Policy: Adult Community Education