



Promoting Professional Growth by Enhancing Teacher Evaluation

A Collaborative Effort to Update the *Rubric to Guide Effective Teaching*

New Providence School District • 2025-2026



New Providence Board of Education
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Goal: Redesign the *Rubric to Guide Effective Teaching* and district supervisory practices to optimize the professional growth of teachers and foster student learning.

Strategic Alignment

Focus rubric descriptors on most critical instructional practices.

Update rubric descriptors to closely align with current NPSD priorities including the Balanced by Design Framework, Personalized Learning, and Belonging and Community.

Professional Growth and Reflection

Create clear, specific rubric language that leads educators toward highly effective teaching practices and facilitates meaningful professional discourse about instruction between the teacher and the evaluator.

Fair and Consistent Supervision

Develop effective and consistent district-wide supervisory practices that build inter-rater reliability and result in all teachers receiving high-quality and actionable feedback on their professional practice.

The “Why”: Redesign a 15 year-old evaluation framework to reflect district priorities and center on professional discourse

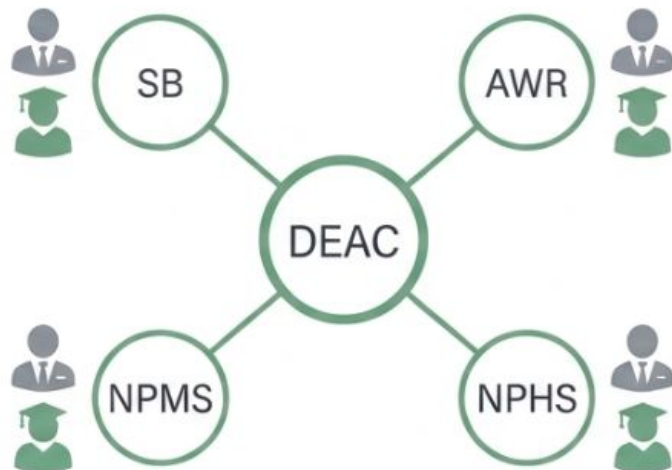


From:
Compliance-Driven
Model

To:
Growth-Oriented
Framework

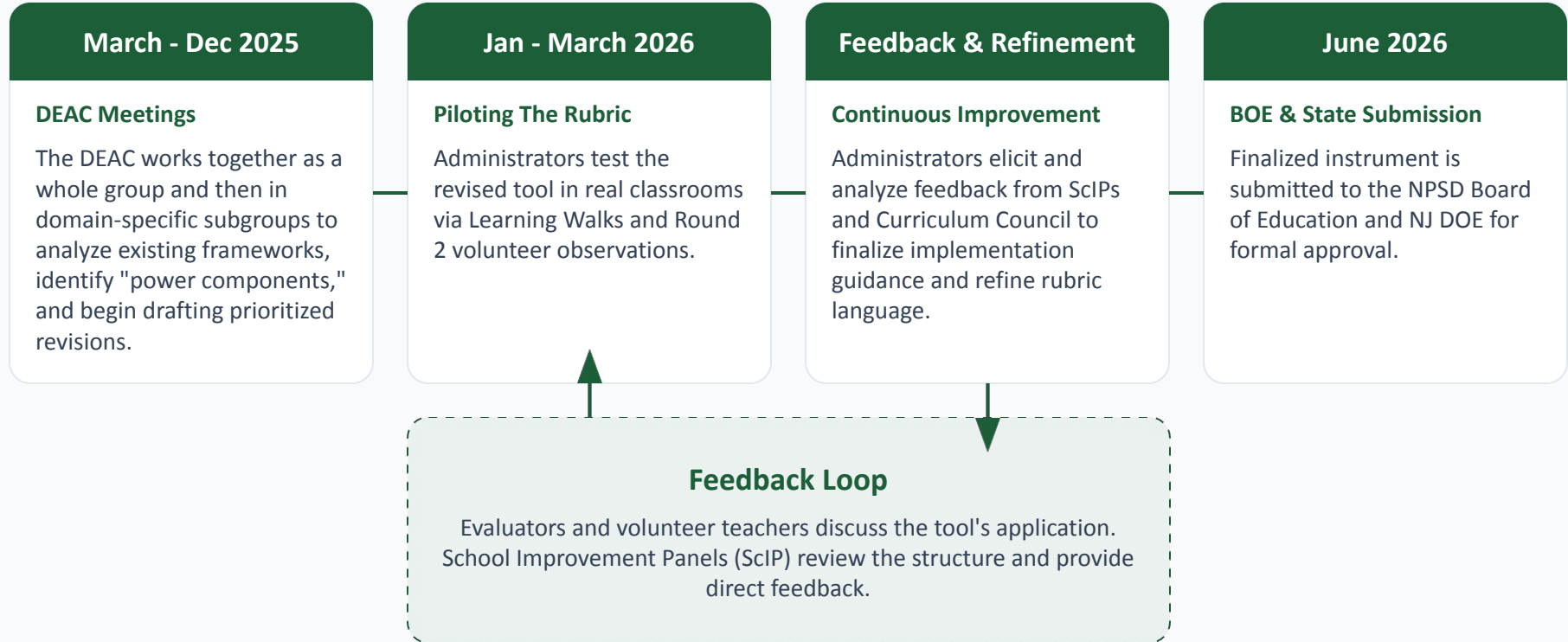
“Moving beyond compliance to effective supervision that supports the district’s pedagogical goals.”

The “Who”: District Evaluation Advisory Committee (DEAC)



A diverse coalition of over 20 administrators and teachers working in multi-year, domain-specific subcommittees to ensure all voices shape the new evaluation practices.

Our Process: An Inclusive and Iterative Journey



District Evaluation Advisory Committee (DEAC)

Purpose Statement:

The purpose of the New Providence School District Evaluation Advisory Committee (DEAC) is to collaboratively guide the review and improvement of the district's teacher evaluation practices. Specifically, the DEAC will assess the current NPSD Rubric for Effective Teaching and make targeted recommendations for its enhancement. The goal is to ensure the rubric serves as a valuable tool for promoting teacher professional growth, fostering student learning, and supporting effective supervision across the district.

NPSD District Evaluation Advisory Committee Structure

	Domain 1 Subcommittee: Planning and Preparation	Domain 2 Subcommittee: Presentation/Instruction	Domain 3 Subcommittee: Classroom Environment	Domain 4 Subcommittee: Professional Responsibilities
SB	Denise Post	Jennifer Minich	Nick Zipeto (SE)	Janet Calvert
AWR	Kathleen Joyce	Kristin Witte (SE)	Elena Myers	Elizabeth Stuart
NPMS	Russell Anderson	Kristin Jakubowski	Wendi Millard	Brandon Hilf (SE)
NPHS	Glen Robertson (SE)	Byron Tracey	Rachel Winard	Colleen Hasson
Admin #1	Joe Harvey	Jon Keaney	Jay Richter	Brian Henry
Admin #2	*Michael Criscitello	*Natalasha Feliciano-Allen	*Stephanie Kwiatkowski	*Lyndsay Wittenberg

NPSD District Evaluation Advisory Committee Meeting Dates (Fall 2025)

	October	November	December
Domain 1 Subcommittee	Monday, October 13th		Tuesday, December 9 (8:30-11:00 am)
Domain 2 Subcommittee	Monday, October 13th		Tuesday, December 9 (8:30-11:00 am)
Domain 3 Subcommittee	Monday, October 13th		Wednesday, December 10 (12:30-3:00 pm)
Domain 4 Subcommittee	Monday, October 13th		Thursday, December 11 (8:30-11:00 am)

The Pilot Phase: A Commitment to Feedback

Administrative Learning Walks

Teams of school and district administrators spent two full days conducting classroom visitations to practice applying the language of the revised rubric, and to identify areas it needed further refinement.



Final Rubric Descriptors and Language

Committee-Level Review:

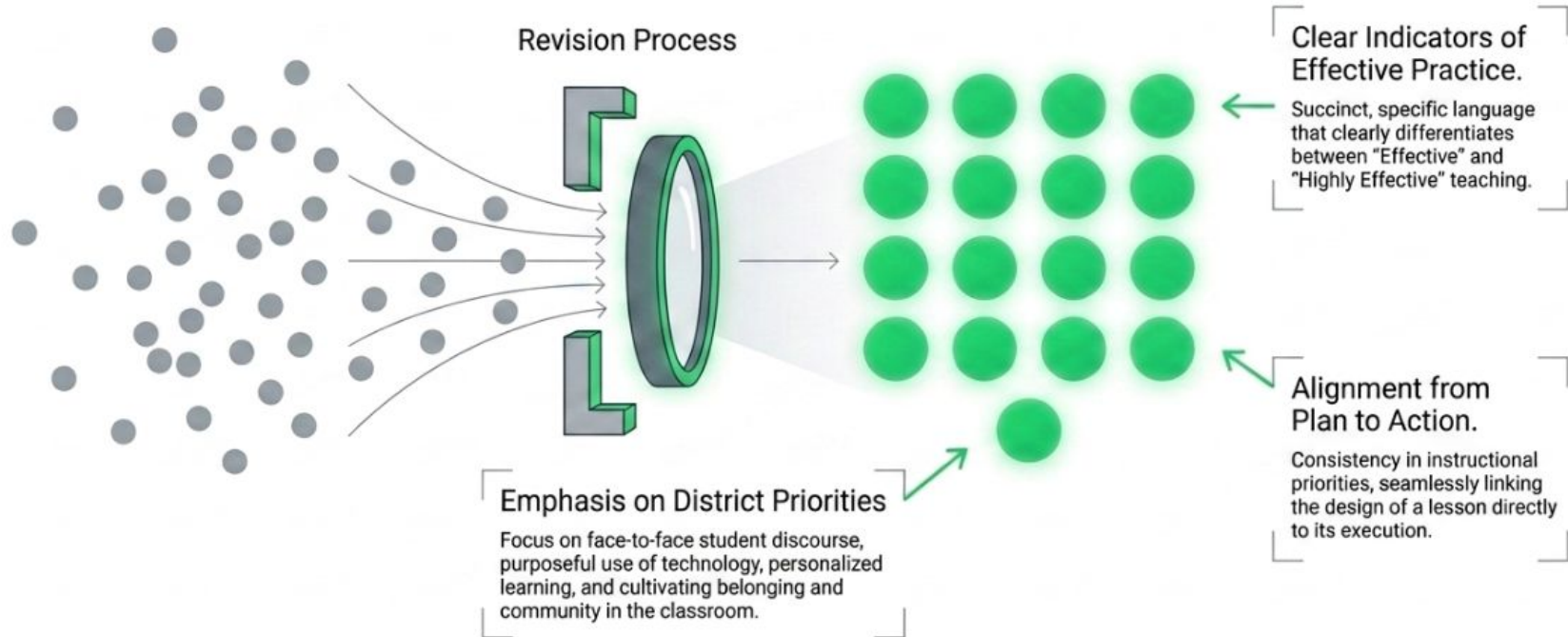
The SciP committee of each school and the Curriculum Council carefully reviewed the revised rubric created by the DEAC and provided feedback and implementation guidance to administrators.

Pilot Teacher Observations

Principals used the revised rubric with volunteer teachers during Round 2 observations and post-evaluation conferences and discussions.

The Power of Streamlining: From 30 Descriptors to 17

Enhancing focus, clarity, and usability by reducing the total number of indicators evaluated, and prioritizing the highest-impact teaching practices.



Essential Shifts in Practice by Domain

Domain 1: Planning and Preparation

Focus on Learning Objectives:

A shift away from merely listing learning tasks. Planning is now framed as backwards design, intentionally aligning learning objectives, student activities, and assessment of learning.

Domain 2: Instruction

Focus on Student Thinking and Interaction:

Elevates opportunities for higher-order thinking, authentic face-to-face discussion, and purposeful integration of technology to enhance student learning.

Domain 3: Classroom Environment

Cultivating Belonging

Frames consistent routines and expectations as essential conditions for learning. Emphasizes the active reinforcement of positive student behaviors as foundational to supporting student success.

Domain 4: Professional Responsibilities

Reflective Practice

Strengthens expectations for educators to actively use student data and peer feedback to grow, while making positive contributions to school culture and building supportive relationships with all stakeholders.

The Implementation Runway:

Next Steps to Successful Launch

April - June 2026	June 5, 2026	July 2026	August-Sept 2026
Final Adjustments Final adjustments to rubric components and language based on stakeholder feedback.	Professional Development Dedicated time for teachers to review lesson plan exemplars and adjust their own planning to the new Domain 1 language.	Formal Approval Submit the new rubric to the NP BOE and the NJ Department of Education for formal approval.	Training & Full Implementation Intensive training sessions for teaching staff on the new rubric. The new rubric becomes the official evaluation tool across all NPSD schools.

Thank You

Board Questions & Discussion



Revising the School Counselor Evaluation Instrument

Aligning Evaluation and Practice

New Providence School District • 2025-2026



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Current Counselor Evaluation Tool

The Design

First adopted in 2016

Consists of Three Domains of Practice

- Counseling
- Interpersonal Skills
- Professional Responsibilities

The Challenges

The descriptors evaluated in the rubric do not align with typical school counselor practice, particularly during:

- a counselor meeting, or
- a counselor lesson

No mention of SEL or Belonging and Community in the rubric

Focus on technology integration

The Development Process (2025-2026 School Year)

Inclusive Process

The rubric revision process began in 2022 and included key stakeholders:

- *All school counselors
- *SAC
- *Assistant Principals

Strategic Alignment

Renaming rubric domains to better categorize descriptors.

Refining existing descriptor language.

Addition of descriptors that align with district priorities:

- *SEL
- *Belonging and Community
- *Collaboration and Consultation

Internal Consistency

Addition of a fourth domain of practice to mirror the structure of the teacher evaluation rubric.

Simplified the descriptors and performance level keys.

Reduced the overall number of descriptors to create greater focus on core practices.

New Counselor Evaluation Domains and Descriptors

Domain 1: Program Planning

- Planning and Monitoring
- Data Analysis
- Active Participation and Contributions
- Collaboration
- Cultural Responsiveness
- Advocacy
- Social and Emotional Learning

Domain 2: Program Delivery

- Knowledge of the Student
- Knowledge of Evidence-Based Practices
- Knowledge of Available Resources
- Ability to Assist Students in Future Planning
- Meeting Facilitation/Attainment of Goals

Domain 3: Interpersonal Skills

- Rapport, Trust, and Respect Building
- Flexibility and Responsiveness
- Direct Communication
- Session/Conference Efficacy
- Positivity

Domain 4: Professional Responsibilities

- Record-keeping and Deadlines
- Professional Growth and Development
- Professionalism and Ethics
- Confidentiality
- Availability/Accessibility
- Technology
- Personal Physical Environment
- Communication With Stakeholders



Updating the NPSD School Nurse Evaluation Tool

Aligning Evaluation with Nurses' Practice

New Providence School District • 2025-2026



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The Rationale Behind the Revision

The Goal

To establish an evaluative tool/framework that is more accurate, fair, and constructive for the nursing staff.

Core Responsibilities Identified

- * Clinical care and health management.
- * Compliance and health office operations.
- * District-wide communication.

The Concern

Historically, our nurses were evaluated using the standard teacher evaluation rubric.

The Mismatch

Teacher rubrics do not adequately reflect the specialized role of a school nurse, particularly in their primary role in their office settings.

The Development Process (2025-2026 School Year)

Examining Exemplars

Conducted a review of established models, such as the 'Danielson' framework for school nurses.

Including All Voices

The development process was spearheaded by Mr. Carangelo, the Director of Athletics.

All district nurses participated in the development process by providing ongoing feedback and suggesting potential revisions.

Strategic Alignment

Worked to develop an evaluation tool that was:

- *Structurally consistent with the Rubric to Guide Effective Teaching, and

- *Aligned with the unique needs of our school district.

Internal Consensus

The process resulted in a final evaluation tool that had the support and ownership of the NPSD nursing staff.

New Evaluation Domains and Components

Domain 1: Planning and Preparation

- Medical Knowledge and Clinical Practice
- Health Program Goals and Planning
- Knowledge of Regulations and Resources
- Program Design and Evaluation
- Emergency Preparedness and Response

Domain 2: Services Delivery and Health Instruction

- Student Assessment and Care
- Medical Administration and Treatment Procedures
- Health Education and Wellness Promotion
- Differentiation of Nursing Services
- Flexibility and Responsiveness

Domain 3: Health Office Environment

- Physical Space and Organization
- Procedures and Systems
- Respectful and Supportive Climate

Domain 4: Professional Responsibilities

- Professionalism and Ethics
- Communication with Families and Staff
- Record Keeping and Compliance
- Professional Reflection and Growth

The Final Product

New Tool: An official evaluation rubric specifically designed for school nurses.

Key Features:

- Aligns with professional standards and best practices of school nursing.
- Provides consistent implementation alongside the new teacher evaluation cycle.

Next Steps: Proposed for formal approval and implementation beginning in the 2026–2027 school year.