

DEAC

MEETING

District Evaluation Advisory Committee (DEAC)

October 20, 2022

Asbury Park School District

Goals

- Review DEAC Norms
- Share some data about us as a district
- CAPS- Corrective Action Plans
- Review the ESP- Educator Support Tool
- Chart Pros and Cons
- Make a collective decision about how to use the EST for 2022-2023 school year.
- Share calendar of meetings

Norms for Committee Meeting

- Be fully present
- Be focused on positive results
- Be an active listener
- Be supportive and open to new ideas from the members
- Be a problem solver
- Ask questions that help us build capacity as a district

Subchapter 2. Evaluation of Teaching Staff Members

6A:10-2.1 Evaluation of teaching staff members

1. Annually provide training on and descriptions of each component of the evaluation rubric for all teaching staff members who are being evaluated in the school district and provide more thorough training for any teaching staff member who is being evaluated in the school district for the first time. Training shall include detailed descriptions of all evaluation rubric components, including, when applicable, detailed descriptions of student achievement measures and all aspects of the educator practice instruments;

Subchapter 2. Evaluation of Teaching Staff Members

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2. Annually provide updates and refresher training for supervisors who are conducting evaluations in the school district and more thorough training for any supervisor who will evaluate teaching staff members for the first time. Training shall be provided on each component of the evaluated teaching staff member's evaluation rubric before the evaluation of a teaching staff member;

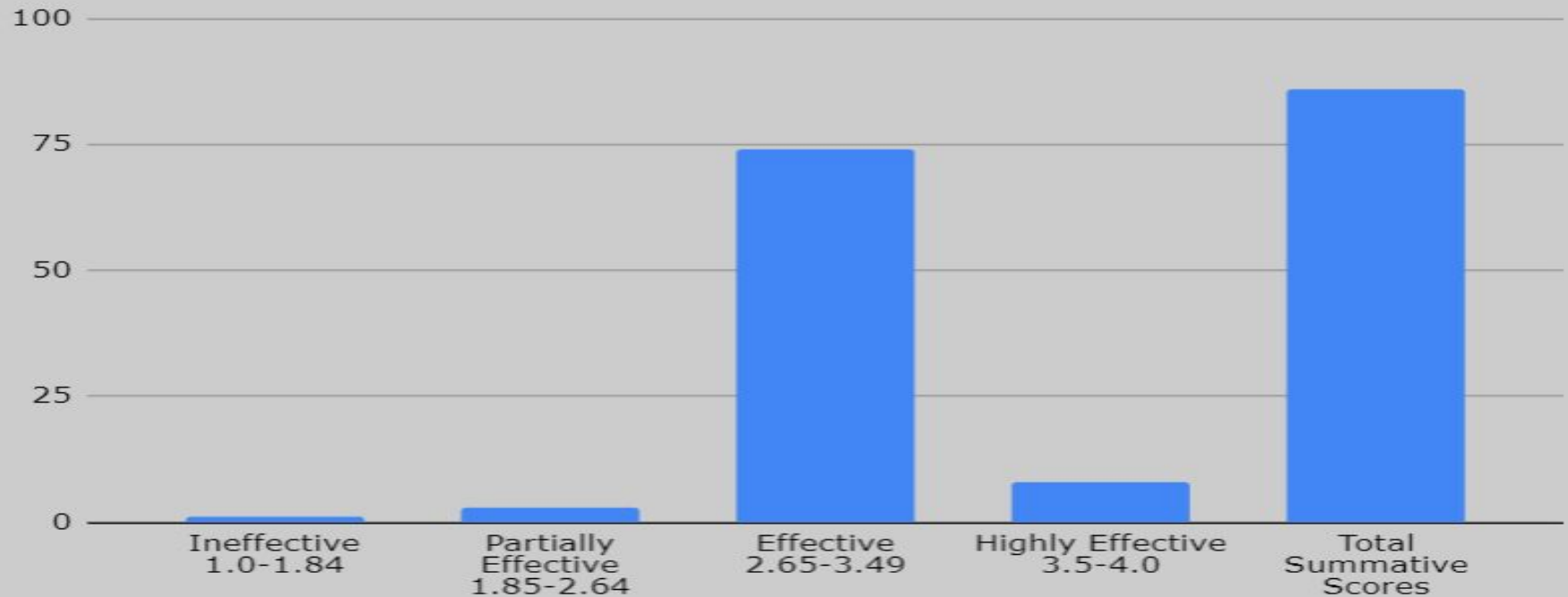
Subchapter 2. Evaluation of Teaching Staff Members

6A:10-2.1 Evaluation of teaching staff members

3. Annually require each supervisor who will conduct observations for the purpose of evaluation of a teacher to complete at least **two co-observations** during the school year. i. Co-observers shall use the co-observation to promote accuracy and consistency in scoring. ii. A co-observation may count as one required observation for the purpose of evaluation pursuant to N.J.A.C. 6A:10-4.4, as long as the observer meets the requirements set forth in N.J.A.C. 6A:10-4.3 and 4.4, but the coobservation shall not count as two or more required observations. If a coobservation counts as one required observation, the score shall be determined by the teacher's designated supervisor;

What does the Data Say About Us

Asbury Park Teacher Evaluation Scores 21-22



6A:10-2.5 Corrective Action Plans for all teaching staff

(a) For each teaching staff member rated ineffective or partially effective on the annual summative evaluation, as measured by the evaluation rubrics, a corrective action plan shall be developed by the teaching staff member and the teaching staff member's designated supervisor. If the teaching staff member does not agree with the corrective action plan's content, the designated supervisor shall make the final determination.

Evaluation Support Tool (EST)

Asbury Park School District

Evaluation Support Tool (EST)

Domains as appropriate

Plan for success for _____

Meeting Date: _____

Observation/Evaluation _____

<u><i>Evaluation Domains</i></u>	<u><i>Observations Challenges: Domains Rating</i></u>	<u><i>Evaluation Support Expectations: Correlation to Observation Challenges</i></u>	<u><i>Instructors Plans for Success and support person:</i></u>
<p><i>Section One:</i> Domain 1: Planning and Preparation</p>			
<p><i>Section Two:</i> Domain 2: The Classroom Environment</p>			
<p><i>Section Three:</i> Domain 3: Instruction</p>			
<p><i>Section Four:</i> Domain 4: Professional Responsibilities</p>			

Date for next Evaluation Support Tool Conference:

Mid-Point Check:

Additional observation must be conducted before the next conference

Progress is expected to be observed during possible walk-throughs and/or formal observations.

Signatures of all staff members in attendance of Evaluation Support Tool Conference:

Group Work

In your group review the EST

PROS

- Provides opportunity and support to improve
- Encouragement
- No co-relation to SGO or PDP
- “Plan for success” language
- Gives support person
- Outlines next steps
- Checkpoint/midpoint
- Gently suggesting positive changes to avoid CAP
- Less punitive than CAP
- Responsibility is on Observer and staff
- Scaffolded Plan

CONS

- Delays the CAP and tenure charges
- Time-consuming for everyone
- Unclear/formatting
- Too much - specific to domain
- Repeated use of same “support person”
- Plan for success does not offer timeline
- Does not clearly define observer responsible to monitor the plan
- Needs set structure
- Needs sufficient time to allow teacher to improve

Recommendations for the Future

Share your thoughts and recommendations for the EST.

Questions



Meeting Dates

September 22, 2022 2:45 p.m.

October 20, 2022 3:00 p.m.

November 17, 2022 3:00 p.m.

December 15, 2022 2:45 p.m.

January 19, 2023 2:45 p.m.

— Thank you for volunteering your time!

**We look forward to seeing you at the next
meeting November 17, 2022 at 3:00 p.m.
Bradley School**

References

[AchieveNJ: Teach. Lead. Grow.](#)

[chap10.pdf \(nj.gov\)](#)

[Student Growth Objectives \(state.nj.us\)](#)

[The Framework for Teaching Evaluation Instrument \(www.k12.wa.us\)](#)

<https://www.state.nj.us/education/AchieveNJ/resources/TeacherEvaluationRequirementsandResources.pdf>

<https://www.state.nj.us/education/AchieveNJ/teacher/SpecialEducatorOverview.pdf>

<https://www.state.nj.us/education/AchieveNJ/resources/ELLTeacherOverview.pdf>

<https://www.state.nj.us/education/AchieveNJ/resources/TeacherEvaluationScoringGuide.pdf>

Danielson:

[Danielson_Rubric.pdf \(wcupa.edu\)](#)