

# EE4NJ Teacher Evaluation

January 9, 2013

# Teacher Evaluation Advisory Committee

- Barbara Duncan Superintendent
- Barbara Garrity President, Board of Education
- Denise King President HTEA, & Satz Teacher, Art
- Brian Schillaci President, HTAA & Village Principal
- Mary Beth Currie Assistant Superintendent
- Mandie Peart Human Resources Manager
- Meryl Gill Director, Special Services
- Michael Welter Vice President HTEA, & IH Teacher,  
Special Education
- Diane Gothelf Teacher, HHS, English

# Committee Members continued

- John Graham           Teacher, Satz, Special Education
- Denean Burke           Teacher, IH, Special Education
- Melissa Gerbino       Teacher, Satz, Mathematics
- Jeanne Remuzzi       Teacher, Village, Grade 3
- Doreen DeMarco       Parent and HFEE Trustee

# Committee Goals

- Examine the four state approved models for teacher evaluation in depth
- Identify the best model for the Holmdel Schools
- Recommend a model to the BOE for approval

# Driving Question

Which teacher evaluation model best aligns to our district philosophy?

- Danielson's Framework for Teaching
- Marzano's Teacher Evaluation
- McRel Teacher Evaluation
- Strong Teacher Effectiveness
- Other/Not enough information

# Progress

- The NJ DOE, in conjunction with NJEA, offered a series of evaluation model “Showcases” through the Spring 2012.
- Professional Association leadership and administrators attended “Showcases” in the Spring of 2012.
- Holmdel committee formed in May 2012.
- Meetings held through the Summer 2012.

# Progress continued

- Each meeting focused on one of the four models via webinars with the developers or on-site presentations in Holmdel with the developers.
- Large symposium in the Fall 2012 attended by the majority of committee members.
- Meetings continued through September 2012.

# Progress continued

- Final meeting scheduled for October 29, 2012 with a representative of the NJ DOE.
- Due to Super Storm Sandy, the meeting was rescheduled for November 27, 2012 with the representative of NJ DOE.
- The meeting of November 27 resulted in a final selection of Charlotte Danielson's Framework for Teaching (2007).



# Progress continued

- December 2012, Association for Supervision and Curriculum Development (ASCD) contacted regarding licensing agreement for the Danielson Model Rubric.
- Licensing agreement received (but not yet signed) in December at a total cost of \$100 for the site license.
- Recommendation to approve this model presented to the Holmdel BOE, December 19, 2012.

# Comparisons

## Danielson

- 4 Domains

1. Planning & Preparation
2. Classroom Environment
3. Instruction
4. Professional Responsibilities

## McRel

- 5 Standards

1. Leadership
2. Respectful Environment
3. Content Knowledge
4. Facilitation of Learning
5. Reflection on Practice

# Comparisons

## Strong

- 7 Standards
  1. Professional Knowledge
  2. Instructional Planning
  3. Instructional Delivery
  4. Assessment of/for Learning
  5. Learning Environment
  6. Professionalism
  7. Student Progress

## Marzano

- 4 Domains
  1. Classroom Strategies & Behaviors
  2. Planning & Preparing
  3. Reflection on Teaching
  4. Collegiality & Professionalism

## Four Tiered Rating Scales

NJ DOE

Danielson

McRel

Strong

Marzano

**Ineffective**

Unsatisfactory

Developing

Unacceptable

Beginning

**Partially  
Effective**

Basic

Proficient

Developing /  
Needs Improve

Developing

**Effective**

Proficient

Accomplished

Proficient

Applying

**Highly  
Effective**

Distinguished

Distinguished

Exemplary

Innovating

# Rationale for Selection

- State Approved
- Research-based and produces scores or classifications that have been shown to be valid and reliable
- Has objective validity evidence
- Aligns with the 2011 Model Core Teaching Standards that identify and describe effective teaching

# Rationale continued

- Provides scales that capture multiple aspects of teaching performance
- Includes rubrics that differentiate a range of teaching performance that has been shown in research studies to be effective practice
- Provides guidance on the weighting of performance ratings in the four critical areas

# Rationale continued

- Was used by the Gates Foundation for their longitude study of effective teaching (Measures of Effective Teaching, MET study)
- A modified version of this model is already in use in Holmdel and the transition will be smooth
- Specific training materials are readily available from ASCD
- Financial Considerations

# Questions

