

District Observation and Evaluation Cycles (2018-2019)

NJ DoE Observation Requirements Summary

Observation Requirements Summary²

Teacher Status	Minimum Observations (at least 20 minutes each)	Multiple Observers
Non-tenured	3	Required
Tenured	2	Recommended
Corrective Action Plan	Plus One	Required

Additional notes on observations:

- **Announced vs. Unannounced:** Within the minimum requirements, all teachers must have at least one unannounced and one announced observation with a pre-conference.
- **Non-tenured teachers present for less than 40% total school days in an academic year:** A minimum of 2 observations are required.
- **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.

Local Implementation: FLPS Observation Requirements & Deadlines

	Non Tenured Teacher/ Other Certified Staff	Tenured Teacher*/ Other Certified Staff	Teacher on Corrective Action Plan
Minimum Observation Requirement	3 observations: 1 announced; 2 unannounced	2 observations 1 announced; 1 unannounced	1 additional observation beyond minimum requirement based on tenure status
Cycle 1 Internal Deadline	November 16, 2018	November 16, 2018	Follow internal deadlines to the left ←←←
Cycle 2 Internal Deadline	January 11, 2019	May 17, 2019	
Cycle 3 Internal Deadline	March 29, 2019		
Annual Performance Review Deadline	OCS: Mar. 29 Teachers: Mar. 30	OCS: May 17 Teachers: May 31	

***Notice to Tenured Teachers evaluated using the McREL instrument, who were evaluated as Highly Effective/ Effective in 2017-18:**

All standards will be evaluated utilizing the McREL instrument, but written feedback will be targeted as follows for Cycles 1 & 2.

- Cycle 1 written feedback: Standards 2, 4, & 5 at a minimum +
- Cycle 2 written feedback: Standards 1, 3, & 4 at a minimum +
+ Observers may include written comments for additional sections at their discretion

For more information re: Achieve NJ teacher evaluation requirements, please visit:

<http://www.state.nj.us/education/AchieveNJ/teacher/>

Ref: New Jersey Administrative Code: N.J.A.C. 6A:10, Educator Effectiveness