

June 4, 2021

NJDOE issues End-of-Year Evaluation Guidance for 2020-21 School Year

On June 2, 2021, the New Jersey Department of Education (NJDOE) issued end-of-year evaluation guidance in a broadcast titled “Educator Evaluation and Professional Development End-of-Year Reminders.” For previously issued evaluation guidance, please refer to the NJDOE’s 2020-2021 Student Growth Data and Educator Evaluation Guidance. The June 2 guidance provides a few reminders pursuant to guidance issued over the course of the 2020-21 school year. Following are some key points we would like to emphasize:

Evaluation Scoring: Gov. Phil Murphy’s [Executive Order 214](#) (detailed in [January](#) and [February](#) broadcasts) removed the student achievement component from the summative rating calculation for 2020-21, so student growth objectives (SGOs) cannot be counted toward an educator’s annual score. Therefore, 100% of a teacher’s score this year must be calculated from teacher practice: whether evaluated via traditional classroom observations, portfolio protocols, or a combination.

Professional Development Hours: As laid out in previous NJDOE guidance, educators are required to complete an annual professional development plan (PDP) and submit 20 hours of professional development (PD) each year. This year, individuals who were not evaluated in 2019-20 must submit 40 PD hours (earned over the past two school years); all others are required to submit 20 hours.

Corrective Action Plans: Educators whose annual summative ratings are in the ineffective or partially effective range will be placed on corrective action plans (CAPs) for the 2021-22 school year. All requirements around CAPs are set forth in [N.J.A.C. 6A:10-2.5](#), including one extra observation, a midyear evaluation, and the role of the school improvement panel (SciP) in ensuring accountability. Members who will be on CAPs should contact their local association leadership for support and assistance around this process, and local leaders should reach out to their UniServ field representatives with questions or concerns.

Professional Responsibilities: The NJDOE reminds educators that local districts may establish their own policies and procedures regarding how staff members’ professional responsibilities are documented. Members should consult these policies and direct questions to their supervisor and/or local association leadership as appropriate.

Provisional Certification: To obtain a standard certificate, provisional teachers must complete state mentoring requirements and earn two effective or highly effective ratings in a three-year span. Members working under a provisional certificate should ensure that they are meeting the requirements and contact their district office with questions or concerns.

As always, the Professional Development and Instructional Issues Division (PDII) at NJEA has been working in partnership with the NJDOE to support our members. If you have questions or concerns, please contact your local association leadership, UniServ field representative, and/or PDII Zone contact.