



EBEA News Brief

from our

Teacher Evaluation Advisory Team

East Brunswick Education Association

November 2017

Walk-throughs...

East Brunswick Public Schools uses “preponderance of evidence” to determine the Summative Score at the end of the year. This means the score is not necessarily mathematically calculated. Information observers collect during the walk-through can be used as “evidence” for your Summative Score. Therefore, it is very important you take a proactive role when a walk-through occurs. It is recommended you do the following for EACH walk-through:

1. Contact the administrator via email and request an appointment to obtain feedback about the walk-through.
2. Bring reflective notes about the lesson to the appointment for YOUR use to help guide a reflective discussion.
3. Implement any constructive suggestion(s) that may be given.
4. Reflect on the results of the implemented constructive suggestions and send the administrator a quick email letting him/her know you implemented the suggestion(s).
5. By documenting the walk-through, you are ensuring you have input!

TIMELINES are IMPORTANT!

For announced observations:

- * You must be informed a minimum of 1 school day prior to pre-conference

Within 15 working days of any observation:

- *Face to face post observation conference
- *Written observation must be completed

Within 10 working days of evaluation/post conference: (whichever is last)

- *Teachers are strongly encouraged to submit a written response to the evaluator

Your Input, please?

- A Pre-conference Question survey will be sent via EBEA email to all those with an email on file through NJEA. The District Evaluation Advisory Committee (DEAC) is looking at revising the pre-conference questions to make them more meaningful. Please complete the survey with your suggestions. YOUR input is important to us!

Respond To Each Evaluation...

WHY? Your voice should be part of this conversation too! When a person chooses to not respond to written documentation, it is interpreted as your consent to what is written.

There is unity when every person does this every time. If a real need should arise later for a written response, each person has more protection when everyone writes one.

HOW? Upload the written response in the “*Observation Response and Acknowledgement*” section of OASYS. Your response should be thoughtful and reflective and should NOT simply state “thank you for your observation.” You should reiterate the positives of your lesson; reflect on how you might change something in the future, what resources /professional development you might seek out; and you can even disagree with the comments in your observation by providing your own data to highlight what you do that is not observed during the .19% time the administrator is in your room.

WHERE? Help for writing responses is located on the EBEA website (see back for login information).

Learn about collaborative protocols by visiting:

Learning Forward - www.learningforward.org

Looking at Student Work - www.lasw.org/

Essential Schools - www.essentialschools.org/resources/60

PLEASE Enter Your Observation Data in the EBEA Database

- WHO....** All Certificated Staff, your input will remain anonymous
WHAT.... EBEA Evaluation Database
WHERE... www.my-ebea.org (under the “Members” tab)
WHEN.... Each time you receive an evaluation – takes less than 5 minutes
WHY.... The EBEA will use the data to analyze trends and patterns.

Take the .19% of the time you are observed yearly and turn it into the best representation of your teaching!

HOW does this help?....The EBEA can then advocate for our members if we notice negative scores coming from a particular administrator. Additionally, the EBEA can identify areas where workshops presented by EBEA can be useful.

First, have your observation in front of you.

1. Then visit the EBEA website at my-ebea.org
2. Login to our members only area using your NJEA PIN number and password.
** (If you never changed your password it is the last four digits of your Social Security #)
3. Go to the menu bar and click on “MEMBERS”, click on “Teacher Evaluation”.



4. Scroll down to **HELPFUL INFORMATION** and click on the line entitled “EBEA Evaluation Database”.



Follow the directions on the website for **EACH** observation.
If you have questions, feel free to reach out to EBEA Teacher Evaluation Action Team Co-chairs: Mercedesh Sampson mkermanshahisampson@ebnet.org and Terri Yoselevich tyoselevich@ebnet.org

REMEMBER, your information is being placed on a secure site and will remain confidential.

PRE and POST Conferences ...

You do not need to enter pre-conference or post-conference data on OASYS. It is **optional** but strongly encouraged. However, written reflections can increase your observation score and are strongly suggested. Your pre-conference should be a rich, meaningful dialogue about your classroom profile, the objective of your lesson, and the goals you hope to achieve. Your post-conference should be an opportunity to reflect on your lesson with the evaluator looking for your strengths and areas where you can further develop. Each should be a meaningful conversation and should **NEVER** be a 10 minute in-and-out dialogue. You **SHOULD** always request a second post-conference, via email, if you still have questions about your scores.

SGP's

SGP scores from last year's PARCC were released by the State Department of Education on October 31, 2017. Once the scores are released the district must issue a CAP to any teacher whose score dropped from the effective range to the partially effective range within 25 days. It is **ESSENTIAL** you ask to see the list of all the students who determined your score if your score drops below the effective range. A student cannot count toward your score if he/she was **NOT enrolled** in your class 70% of the time **PRIOR** to PARCC testing. Additionally, if your “tentative score” was in the highly effective range and now drops to “effective” and you are interested in completing the video protocol, you also want to request the list of students who determined your score.

* ONLY data will be shared with the EBEA Teacher Evaluation Advisory Team, names will not be shared.

** If you do not have your NJEA PIN number or membership card please call the EBEA office at (732) 390-6600 for help.