



Excellent Educators for New Jersey (EE4NJ) is an initiative to pilot a new teacher evaluation system in several districts in the 2011-2012 school year. Based on the recommendations of the [New Jersey Educator Effectiveness Task Force Report](#), released in March 2011, the new evaluation system piloted by EE4NJ will provide meaningful, actionable feedback to teachers and school and district leaders as they strive to help all students succeed. Pilot districts will have the opportunity to shape the new system from its inception, providing valuable guidance to the New Jersey Department of Education (NJDOE) as we work toward state-wide implementation in the future.

What's in it for students and parents?

- New Jersey has many reasons to be proud of its education system, including ranking in the top five of all states on the Nation's Report Card in 2009. At the same time, we also have far to go in providing a high-quality education for *all* of our students. Federal and state assessment results and graduation rate data show significant achievement gaps among students from different socioeconomic backgrounds. And in too many cases, those who do graduate from high school are underprepared for college or work. By implementing robust and meaningful teacher evaluations, we aim to improve teacher effectiveness and student outcomes.
- More than two decades of research findings show that student achievement is strongly linked to teacher effectiveness. A meaningful evaluation system is a critical component of helping New Jersey educators improve the academic achievement of all New Jersey students.
- A focus on student achievement and a focus on teacher effectiveness go hand-in-hand. Our students deserve the best teachers, and meaningful evaluations will help teachers improve practice.

What's in it for teachers and principals?

- New Jersey does not have a state-mandated evaluation system that adequately measures teacher effectiveness, and the state only gives districts vague guidance. It's time to identify and recognize greatness in the classroom and spend more energy developing those who need help.
- Fair, credible, and rigorous evaluations will differentiate teacher performance, allowing us to identify those who can serve as models for others, provide support to those who are struggling, and foster communities of professionals who share best practices. Evaluations will include multiple measures related to student performance and teacher practice, to ensure educators are assessed using an array of information and that they receive credit for helping students progress.
- Educators in pilot districts will help shape the new system, providing vital feedback to the state. Teachers and administrators will be trained extensively on the new framework. They can join or provide input to the District Evaluation Pilot Advisory Committee (DEPAC), which will regularly inform the NJDOE on pilot challenges and opportunities for improvement. They will also gain a year of experience with the system before it is implemented state-wide.

What's in it for districts?

- Districts will receive financial support to provide high-quality training to their educators.
- District educators and stakeholders will shape the new evaluation system and will contribute to its improvement. In addition to the DEPAC, the NJDOE will convene all pilot district liaisons throughout the course of the 2011-2012 school year to discuss implementation; share successes, obstacles, and resources; and problem-solve.
- An increased focus on teaching and student learning will support a culture of collaboration and sharing, continuous improvement, and transparency.

For full details on the EE4NJ program, please visit the website at:
<http://www.state.nj.us/education/EE4NJ/>.