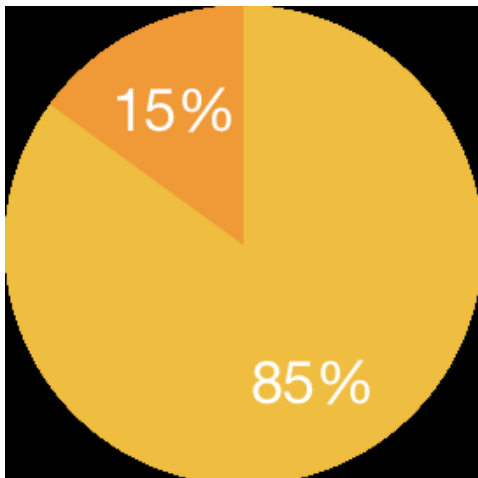


**Dover Public Schools
Teacher Evaluation System Information
2018-2019 School Year**

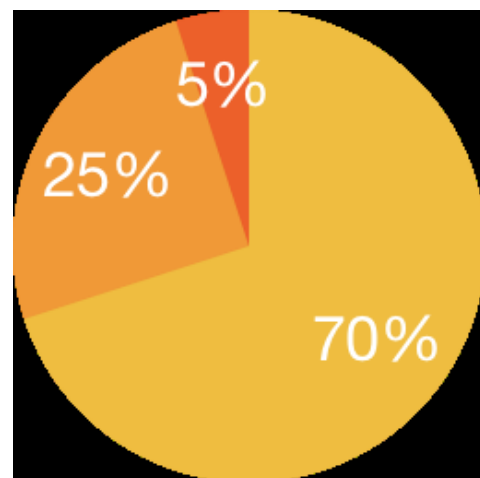
On June 5, 2018, the Dover Board of Education approved the Stronge Teacher and Leader Effectiveness Systems for use as the evaluation tools for all certified staff. Handbooks detailing the rating levels for the Performance Standards of the Stronge systems are disseminated to all certificated staff members via email.

All certified staff will be evaluated in accordance with Dover Board of Education Policies. These policies can be found on the Dover Public Schools website.

In September, 2018 the NJDOE announced changes to the weights of the components in the teacher and principal evaluation models for the 2018-2019 school year. The weighting is as follows:



Non SGP Teacher
85% - Teacher Practice
15% - SGOs



SGP Teacher
70% - Teacher Practice
25% - SGOs
5% - mSGP Teachers
receiving a mSGP will be required to submit only one SGO.

Minimum Number of Observation Required

Educator Type	Minimum Number of Observations	District Implementation
Non-Tenured	3	1 Announced 2 Unannounced
Tenured	2	1 Announced 1 Unannounced
Corrective Action Plan	+1	

Tenure Revocation

Under the TeachNJ Act, tenure revocation decisions are based upon summative evaluation ratings.

Summative Score	Summative Rating
1.00-1.84	Ineffective
1.85-2.64	Partially Effective
2.65-3.44	Effective
3.45-4.0	Highly Effective

Summative Rating Current Year	Summative Rating Next Consecutive Year	Required Action by District
Ineffective	Ineffective	The superintendent shall file a charge of inefficiency.
Partially Effective	Ineffective	
Ineffective	Partially Effective	The Superintendent may file a charge of inefficiency or may defer by filing written evidence of exceptional circumstances. After the following summative evaluation (i.e., the third consecutive), the Superintendent shall file a charge of inefficiency if the rating is Ineffective or Partially Effective.
Partially Effective	Partially Effective	