

SUPERVISION

The Board acknowledges that the purpose of supervision is to improve teacher performance in the classroom so that all students have an opportunity to achieve the Core Curriculum Content Standards.

Each teacher employed in this district as of the effective date specified in code shall be responsible for fulfilling requirements for continuing education and for making annual progress toward the goal of 20 clock hours of state-approved professional development annually. Each teacher's individual professional development plan (PDP) shall incorporate appropriate steps toward this goal and shall be designed to assist teachers in obtaining and maintaining the knowledge and skills essential to student achievement of the state's Core Curriculum Content Standards including the Common Core State Standards. The professional development plan shall describe specific activities designed to provide guidance for that teacher in improving his/her performance. Such activities may include, but are not limited to: seminars, course work, day-long workshops, and classes on certain instructional approaches. Although supervisors shall develop professional improvement plans in collaboration with teachers, the Chief School Administrator (CSA) shall maintain final authority in determining their appropriate content.

Supervisory assistance and support in achieving the 20 clock hours of state-approved continuing education shall be offered in the context of the district's evaluation process, negotiated agreements, other policies, student safety and well-being, continuity of instruction, and budgetary constraints.

The CSA shall develop procedures for supervision of the teaching and administrative staff in performance of their duties that shall not be limited to the observations required for evaluation. Such supervision may include, but need not be limited to, review of lesson plans and teacher-made examinations; regularly scheduled curriculum conferences; and brief, informal classroom observations. The supervisor shall note the teacher's satisfactory fulfillment or non-fulfillment of continuing education requirements identified in the professional development plan.

This policy shall be distributed to each teaching staff member at the beginning of his/her employment.

Reviewed and readopted: May 18, 2015

First reading: July 19, 2010

Second reading: August 16, 2010

Supervision

4115

Legal References:

N.J.S.A. 18A:4-15	General rule-making powers
N.J.S.A. 18A:4-16	Incidental powers conferred
N.J.S.A. 18A:6-10 et seq.	Dismissal and reduction in compensation of persons under tenure in public school system
N.J.S.A. 18A:11-1	General mandatory powers and duties
N.J.S.A. 18A:27-3.1 through 3.3.	Non-tenures teaching staff; observation and evaluation; conference; purpose
N.J.S.A. 18A:28-5	Tenure of teaching staff members
N.J.S.A. 18A:29-14	Withholding increments; causes; notice of appeals
N.J.A.C. 6A:9C-3.1 et/ seq.	Professional development for teachers and school leaders

See particularly

N.J.A.C. 6a:9C-3.9 (c-d)	
N.J.A.C. 6A:10-1.1 et. seq.	Educator effectiveness
N.J.A.C. 6A:30-2.1(a)8	Purpose and program descriptions

Cross References:

2130	Job Descriptions and Evaluation of Admiistrators
2131	Chief School Administrator
4116	Teacher Observation and Evaluation
4117.41	Nonrenewal
4131/4131.1	Staff development; inservice education/visitations/conferences
6143.1	Lesson Plans