

NEW JERSEY STATE DEPARTMENT OF EDUCATION

WAIVER APPLICATION

N.J.A.C. 6A:5

COUNTY HUNTERDON

ID CODE # 13

DISTRICT READINGTON TOWNSHIP

ID CODE # 4350

“WAIVER” means approval to avoid compliance either with the specific procedures or the substantive requirements of a specific rule for reasons that are judged educationally, organizationally and fiscally sound.

1. List the administrative code citation(s) which necessitate the proposed waiver.

ACHIEVE NJ and TEACH NJ 18A:6 117-129 and 6A:10 requires that school districts observe tenured teachers three times per school year. The Readington Township School District respectfully requests a waiver that allows us to reduce the number of required observations of tenured staff from three to two for the 2014-15 school year. Of the two observations for tenured staff, at least one of the observations will be unannounced. Both observations for tenured staff will be LONG observations.

2. Describe what the district intends to accomplish that is currently prevented or disallowed by an existing rule.

The Leadership Team in Readington Township has been working to ensure that the new teacher evaluation procedures are meaningful and productive to all staff. We have established a process in compliance with the law which utilizes a system to facilitate teacher improvement. We have found that the valuable pre- and post-meetings are time consuming and our leaders are spending an inordinate amount of time trying to meet our observation deadlines – often at the expense of mentoring non-tenured staff and addressing district/school goals.

3. Briefly describe why a waiver is necessary to accomplish the desired or measurable results.

By allowing the Readington Township School District to reduce the number of observations of tenured teachers from three to two (long), and by requiring one of the observations to be unannounced for the 2014-15 school year, the district will be able to devote appropriate attention to our non-tenured staff while still having increased observations of tenured staff that existed prior to the new law. It will also allow us the time to revisit classrooms of teachers who need support and closer supervision to improve their teaching. Finally, our school leaders will be able to focus on school and district goals, an area in which they are being evaluated by the superintendent.

4. Describe the process for informing the community, parents, boards of education members, administration, and staff in the development of the proposal through input and public comment.

The Readington Township School District has an active and informed DEAC and SCIP which meets regularly to review the district’s progress with observations, consider new information from the NJ Department of Education, and to develop required forms. Members of the Board of Education, our parent community, our RTEA, and our administrative team have discussed the waiver and approve its submittal. The information will be included on the district website.

5. List the date that the local board of education adopted the resolution for the proposed waiver. June 24, 2014

I, Dr. Barbara Sargent, certify that the information presented in this application is true and accurate to the best of my knowledge.

Dr. Barbara Sargent
CHIEF SCHOOL ADMINISTRATOR

SIGNATURE

DATE