

THE NJEA Reform Agenda

EDUCATORS
Education reform done right, right now IN THE LEAD

A research- based reform plan

NJEA's education reform plan

Christie's education reform proposal

Teacher evaluation

- Requires more annual evaluations for both tenured and nontenured teachers
 - Will use standardized test scores as a criterion, but recognizes and respects research demonstrating that those scores are not reliable measures of teacher effectiveness
 - Puts much greater emphasis on other more reliable measures of student learning and growth, coupled with intensive in-class observation by administrators
- Puts much greater emphasis (up to 50% of evaluation) on standardized test scores
 - Would require more testing of more students more often every year
 - Would lead to more time spent on test preparation and less time spent on real teaching and learning
 - Ignores research showing that standardized test scores are not a reliable measurement of an individual teacher's real effectiveness

Tenure reform

- Teachers awarded tenure only after four years, and only if the district decides that teacher should be awarded tenure following 16 evaluations.
 - Tenured teachers can be removed through a fair dismissal process if the district demonstrates that a teacher is ineffective
 - The tenure dismissal process is made faster and more efficient, by shortening timelines and moving tenure cases from the courts to arbitration hearings, with a fair dismissal standard
- Tenure can still be earned in three years
 - If a teacher is deemed "ineffective," he or she loses tenure, but can be kept in the classroom indefinitely
 - Takes away due process, leaving teachers and schools vulnerable to political interference in employment decisions, because teachers will not be able to appeal politically-motivated firings

Teacher compensation

- Compensation based on experience, additional education, and duties performed above and beyond normal work responsibilities – such as NJEA's proposed Teacher Leaders, who will mentor and guide new teachers
 - A fair, objective system, mutually agreed to by the board of education and the employees of the district
- A "merit" pay scheme that ignores all available research about effective educator compensation
 - Other "reforms" that can already be negotiated under current collective bargaining law in any community where both educators and the board of education agree it is in the district's best interests