



State of New Jersey
DEPARTMENT OF EDUCATION
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Governor

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DAVID C. HESPE N
Commissioner

December 1, 2016

Dr. Adam Fried, Superintendent
Harrington Park School District
191 Harriot Ave.
Harrington Park, NJ 07640

Dear Dr. Fried:

Since 2013, the New Jersey Department of Education (NJDOE) has been honored to partner with Harrington Park School District to provide educators with differentiated evaluative options that promote reflection and growth. The NJDOE admires Harrington Park's high expectations for teaching and learning, as well as its eagerness to provide staff with meaningful evaluation. Ultimately, Harrington Park recognizes the purpose of evaluation under AchieveNJ and has designed systems to allow its educators opportunities to reflect and grow as practitioners.

In May 2016, the Office of Evaluation proposed a set of adjustments to processes associated with educator evaluation under AchieveNJ, which will take effect during the 2016-17 school year. These changes include more flexibility in evaluating teachers rated Highly Effective as shown in the rule below:

"If a tenured teacher was rated Highly Effective on his or her most recent summative evaluation, one of the two required observations may be an observation of a Commissioner-approved activity other than a classroom lesson. The Department shall post annually to its website a list of Commissioner-approved activities that may be observed in accordance with this rule." (N.J.A.C. 6A:10-4.4.3.i)

Harrington Park's Self-Directed Growth Plan (SDGP) exemplifies one such system that promotes the continual process of growth and learning among educators. Through SDGP's differentiated options, educators are able to grow in their knowledge and contribution to the district and beyond. Thus, the NJDOE is proud to recognize the SDGP as a Commissioner-approved option, as outlined above, for Highly Effective teachers.

Sincerely,

Carl Blanchard, Director
Office of Evaluation

CB/CH/
c: Chelsea Collins