



Book	Policy Manual
Section	Series 4000 Instructional and Support Personnel
Title	SUPERVISION
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## **BRICK TOWNSHIP BOARD OF EDUCATION Policy**

X	Monitored
X	Mandated
X	Other Reasons

### SUPERVISION

The Brick Township Board of Education acknowledges that the purpose of supervision is to improve teacher performance in the classroom so that all students have an opportunity to achieve the New Jersey Student Learning 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 hours 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 New Jersey Student Learning. 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 development plans in collaboration with teachers, the superintendent shall maintain final authority in determining their appropriate content. The content of each PDP shall be developed by each teacher's supervisor in consultation with the teacher and shall align with the Professional Standards for Teachers in [N.J.A.C. 6A:9-3.3](#) and the Standards for Professional Learning in [N.J.A.C. 6A:9C-3.3](#).

Supervisory assistance and support in achieving the 20 hours annually shall be offered in the context of the district's evaluation process (see policy 4116 Evaluation for Teaching Staff Members), negotiated agreements, other policies, student safety and well-being, continuity of instruction, and budgetary constraints.

The superintendent 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.

Key Words

Continuing Education, Professional Development Plans, Personnel Supervision, Supervision

Legal

- N.J.S.A. 18A 4-15: General rule-making power
- N.J.S.A. 18A 4-16: Incidental powers conferred
- N.J.S.A. 18A 6-10: 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 Evaluation of nontenured teaching staff
- N.J.S.A. 18A 27-3.2: Teaching staff member; notice of termination; statement of reasons; request; written answer
- N.J.S.A. 18A 28-5 Requirements for tenure
- N.J.S.A. 18A 29-14: Withholding increments; causes; notice of appeals
- N.J.A.C. 6A 9C-3.1 Components and standards
- N.J.A.C. 6A 10-1.1 Purpose and scope

Last Modified by Sandra Beyer on December 22, 2017