

# Educator Evaluation Information 09-10

As part of federal requirements for states receiving funding under Phase 2 of the State Fiscal Stabilization Funds Program, all school districts in New Jersey are providing information to the public on the procedures they use to evaluate teachers and principals. The information presented below will help you understand the Kittatinny Regional School Districts' policies and procedures for evaluating principals.

## Description of the Teacher Evaluation System

The Kittatinny Regional School District employs an evaluation model based on Charlotte Danielson's Teacher Evaluation Framework. The framework identifies four critical domains:

### ***Planning and Preparation / Classroom Environment / Instruction / Professional Responsibilities of Effective Teaching.***

Using a range of feedback mechanisms, the district evaluates each educator based on performance within these domains. Said mechanisms include classroom observations, teacher and student work samples, teacher self-reflections, pre and post conferencing, and other relevant artifacts. Tenured teachers are evaluated at least twice a year while non-tenured teachers are evaluated at least five times a year. In addition, all teaching methods are reviewed by using a walkthrough method of observation which allows the administrators to collect and process data on thousands of walk-through visits to the classrooms. Tenured teachers have an option to engage in teaching analysis through video lesson and peer observations, while this does not replace the formal administrative observation. Non-tenured teachers must engage and complete the introductory classes in beginning teaching offered through the Kittatinny Academy for Teachers. This is a three-year educational program which focuses on successful teaching techniques. The multiples measures of assessment enable the district to assemble a range of evidence upon which to make decisions about efficacy, and to ensure that student learning is at the center of those decisions.

Since Kittatinny Regional High School typically performs well by standardized measures, we have not included test scores or similar assessments in the evaluation process. If there was a significant drop in student achievement, then we would revisit that issue. In the meantime, the public should be assured that we challenge ourselves by setting new goals on an annual basis and are making every effort to ensure that all students in the system are successful.

### **Kittatinny Regional School District: Teacher Evaluation Results SY 2009-2010**

School	Number of teachers meeting the district's criteria for acceptable performance	Number of teachers in school	Percent of teachers in district meeting these criteria
Kittatinny Regional High School	117.5	119.5	98.32%
<b>DISTRICT</b>	<b>117.5</b>	<b>119.5</b>	<b>98.32%</b>

# Description of the Principal Evaluation System

The Kittatinny Regional School Districts' certified principals are evaluated in accordance with state laws and regulations, as well as, Board policy and regulations. Principal evaluations reference the New Jersey Professional Standards for School Leaders and contain the following evidence: school climate indicators, self-leadership assessment/evaluation, school/community communications, student performance/achievement outcomes documented, completed teacher evaluations, goal setting, progress and completion reporting.

Evaluations are checklist and narrative in nature. They include opportunities for pre and post conferencing. The narrative includes comments, commendations, recommendations, goals, progress and completion, and a summative statement. Performance evaluation is informed through the written paragraphs and includes specific, as well as, summative performance evaluation. Tenured Principals are evaluated formally twice per year while non-tenured principals are evaluated at least three times a year.

Results are used to improve effectiveness in the following areas: professional development, individual Professional Growth Plans, tenure decisions, recommendation for continued employment, selection of specific roles or duties, and principal placements.

The Kittatinny Regional School District believes that the evaluation of a principal is a serious and complex matter. There are multiple issues that enter into the evaluation process. Some of the criteria such as student discipline records and test scores are much more tangible than other items which include climate and culture in the school, along with staff and student morale.

Since Kittatinny Regional School District typically performs well by standardized measures, we have not included test scores or similar assessments in the evaluation process. If there was a significant drop in student achievement, then we would revisit that issue. In the meantime, the public should be assured that we challenge ourselves by setting new goals on an annual basis and make every effort to ensure that all students in the system are successful.

## Kittatinny Regional School District: Principal Evaluation Results SY 2009-2010

Number of principals* meeting the district's criteria for acceptable performance	Number of principals* in the district	Percent of principals* in the district meeting these criteria
3	3	100%

\*This includes principals and assistant principals.