

TEACHER EVALUATION INFORMATION 2009-10

Introduction:

As part of the 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 Riverside's policies and procedures for evaluating teachers.

Confidentiality concerns: To protect the confidentiality of individual evaluations, districts are not required to provide a district-level statistical summary of teacher evaluation outcomes in those cases where there are fewer than 10 teachers in an entire district. Similarly, districts are not required to provide a school-level statistical summary of teacher evaluation outcomes if there are fewer than 10 teachers in a school.

Section 1: Description of Teacher Evaluation System

The mission statement of the Riverside Public Schools is "to *provide outstanding educational experiences, aligned with the New Jersey Core Curriculum Content Standards, in a safe and caring learning environment.*" With this goal in mind, the evaluation system of the Riverside Public Schools is based on widely accepted standards of teaching performance applied through the observation and evaluation of classroom teachers by duly educated and certified Principals and Assistant Principals through formal classroom visits.

The overall evaluation of a teacher's work does not culminate in a formal year-end evaluation, but a review of teacher performance is conducted in addition to the planning for teachers' professional growth and continuous improvement. Such evaluation consists mainly, but not exclusively, of:

- Formal Observation
- Pre and/or post observation conferences
- Teacher work samples such as lesson plans, assignments, and assessments
- The teacher's progress toward completing required professional development hours
- A narrative written by the evaluator
- Student achievement indicators as measured by standardized test scores are not part of the evaluation process

Results of teacher evaluations are used:

- To plan professional development opportunities
- To inform tenure decisions
- To inform recommendations for continued employment
- To inform the selection of teachers for specific roles or duties
- To inform teacher placement decisions
- To inform decisions on teacher awards or recognitions

Section 2: Evaluation Outcomes Tables 2009-2010

At a minimum, tenured teachers are formally observed one time per year while non-tenured teachers are formally observed three times annually.

RIVERSIDE TEACHER EVALUATION RESULTS SY 2009-10

Number of teachers meeting the District's criteria for acceptable performance	Number of teachers in District	Percentage of teachers in district meeting these criteria
135	136	99.3%

RIVERSIDE HIGH SCHOOL TEACHER EVALUATION RESULTS SY 2009-10

Number of HS teachers meeting the District's criteria for acceptable performance	Number of teachers in HS	Percentage of teachers in HS meeting these criteria
40	40	100%

RIVERSIDE MIDDLE SCHOOL TEACHER EVALUATION RESULTS SY 2009-10

Number of MS teachers meeting the District's criteria for acceptable performance	Number of teachers in HS	Percentage of teachers in HS meeting these criteria
32	32	100%

RIVERSIDE ELEM SCHOOL TEACHER EVALUATION RESULTS SY 2009-10

Number of ES teachers meeting the District's criteria for acceptable performance	Number of teachers in ES	Percentage of teachers in ES meeting these criteria
63	64	98.4%

PRINCIPAL EVALUATION 2009-10

Section 1: Description of Principal Evaluation System

Introduction:

As part of the 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 Riverside's policies and procedures for evaluating principals and assistant principals.

The mission statement of the Riverside Public Schools is "*to provide outstanding educational experiences, aligned with the New Jersey Core Curriculum Content Standards, in a safe and caring learning environment.*" With this goal in mind, the evaluation system of the Riverside Public Schools is based on widely accepted standards of administrative performance applied through the observation and evaluation of principals by the Superintendent of Schools, and of assistant principals by their respective principals.

The overall evaluation of a principal or assistant principal's work does not culminate in a formal year-end evaluation, but a review of performance is conducted in addition to the planning for administrators' professional growth and continuous improvement. Data considered in such evaluation consists mainly, but not exclusively, of:

- Principal work samples, such as communications with students, staff, and the school community
- Documentation and quality of completed teacher evaluations
- Evaluator narratives
- Evaluation conferences
- The extent to which the administrator's performance is aligned to district goals
- Student achievement indicators as measured by standardized test scores are not a direct part of the evaluation process, although student performance indicators do drive school and departmental instructional goals

Results of principal evaluations are used:

- To plan professional development opportunities
- To inform a principal's Professional Growth Plan
- To inform tenure decisions
- To inform recommendations for continued employment
- To inform the selection of principals for specific roles or duties
- To inform principal placement decisions

At a minimum, tenured principals or assistant principals are formally evaluated one time per year while non-tenured principals and assistant principals are formally evaluated three times annually. In the event that deficiencies are noted on a tenured principal's or

assistant principal's evaluation, and that administrator is judged to be ineffective, a performance improvement plan is developed and the principal is evaluated a minimum of three times per year.

Each principal's or assistant principal's annual summative performance evaluation includes both a written narrative and an overall evaluation of the administrator's work in a given year, as well as progress from one year to the next.

Section 2: Evaluation Outcomes Tables 2009-2010

To protect the confidentiality of individual evaluations, districts have been directed not to provide a district-level statistical summary of principal evaluation outcomes in those cases where there are fewer than 10 principals in an entire district.

The Riverside Township Public School District employs six (6) administrators under the Principal or Assistant Principal title.