

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 Black Horse Pike Regional School District's policies and procedures for evaluating teachers and principals.

Description of the Teacher Evaluation System

The Black Horse Pike Regional School District employs an evaluation model designed to focus on the elements of effective instruction during an observed instructional lesson. Prior to the observation, the teacher and administrator discussed performance expectations and/or identified areas of needed attention. In addition, the teacher may indicate whether or not a narrative description of the lesson is preferred. An observer reserves the option to write a narrative description of the lesson as a reflective, clinical, or evaluative tool. The framework identifies three critical domains: Instructional Planning and Learning Objectives, Instructional Strategies and Assessment, and Learning Environment/Classroom Management. Using a range of feedback mechanisms, the district evaluates each educator based on performance within these domains. These mechanisms include classroom observations, teacher and student work samples, teacher self-reflections, pre and post conferencing, and other relevant artifacts. Tenured teachers are evaluated twice a year while non tenured teachers are evaluated three times a year. The multiple 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.

The Black Horse Pike Regional School District schools do not include test scores or similar assessments in the evaluation process. 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 our communities are successful.

Black Horse 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
Triton	110	110	100%
Highland	86	87	99%
Timber Creek	105	107	98%
DISTRICT	301	304	99%

Description of the Principal Evaluation System

The Black Horse Pike Regional School District's certified principals are evaluated in accordance with state laws and regulations, as well as Board policy and regulations. Principal evaluations are set upon the New Jersey Professional Standards for School Leaders and contain the following evidence: Portfolio/work samples, 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 narrative and include opportunities for pre and post conferencing. The narrative includes comments, commendations, recommendations, and consideration is given to 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 once a year, while non tenured principals are evaluated three times a year.

Results inform 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 Black Horse Pike 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. The Black Horse Pike Regional School District does not include test scores or similar assessments in the evaluation process. However, if a school is not meeting specific goals related to academic performance, the school principal has to devise an action plan to address deficiencies. In the meantime, the public should be assured that we challenge ourselves by setting new goals on an annual basis and making every effort to ensure that all students in our communities are successful.

Black Horse Pike Regional School District: Principals 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
15	15	100%

**This includes principals and assistant principals*