

AVALON'S TEACHER EVALUATION SYSTEM- SY 2009-2010

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 Avalon's policies and procedures for evaluating teachers and educational specialists such as librarians and counselors. 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.

Section 1. Description of Teacher Evaluation System

A. The Avalon Elementary School utilizes a formative & summative teacher evaluation system. The process is anchored in Board Policy #4116 and the New Jersey Professional Standards for Teachers. In order to determine the effectiveness of teachers in Avalon Elementary School, each tenured teacher must be formally observed and evaluated at least once per school year. Administrators visit each tenured teacher's classroom and sit in the class to observe all that occurs during the entire class period. The written evaluation is completed based on what is observed during this class period. Administrators write a narrative of what he/she observed using indicators from Madeline Hunter's Direct Instruction Model. Once the written evaluation is complete, a post-observation conference is scheduled. At this post-observation conference, the lesson is fully discussed, with recommendations and/or suggestions for improvement provided. This is also the time that commendations regarding the instructional practices observed during the lesson are discussed. The evaluation is then signed by both parties, and one copy is given to the teacher for his/her records, one copy to the building principal for his/her file, and a third copy goes to teacher's personnel file.

B. Non-Tenured teachers' observation process is the same; however, these teachers must receive a minimum of three observations over the course of the school year.

C. A summative evaluation is completed at the end of each year for all teachers that summarizes the formative (classroom) observation(s) and addresses pupil progress indicators, and the individual professional development plan for the next year.

The process provides:

- Constructive feedback to individual educators

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- Recognize and help reinforce outstanding practices and service
- Provide direction for staff development practices
- Provide evidence that will withstand professional and judicial scrutiny
- Unify teachers and administrators in their collective efforts to educate students

Section 2. Evaluation Outcomes Tables

Avalon Elementary School

Number of Teachers 18-

18 Satisfactory Ratings

PRINCIPALS

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 Avalon's policies and procedures for evaluating principals and assistant principals.

Confidentiality concerns: To protect the confidentiality of individual evaluations, districts are not required to provide a district-level statistical summary of principal evaluation outcomes in those cases where there are fewer than 10 principals in a district.

The principal in this school is evaluated only as a superintendent.