

SALEM COUNTY SPECIAL SERVICES SCHOOL DISTRICT'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 Salem County Special Services School District'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. 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

- A. Creating conditions that allow students to have an engaging and successful learning experience within the classroom are a priority for the Salem County Special Services School District. We believe success in the classroom starts with the quality and effectiveness of the teacher. Teacher effectiveness in this district is measured in multiple ways. The primary form is by formal visits to the classroom by certified administrators to observe and evaluate a teacher during a classroom lesson.

The evaluation instrument that is used evaluates teacher performance in areas such as:

- a. lesson planning and design;
- b. teacher preparation;
- c. quality of implementation of lesson;
- d. and teacher performance
- e. adaptation of the lesson to the individual needs of students, in accordance with each I.E.P.

In addition to formal observations, other processes used to evaluate the effectiveness of a teacher include:

- walkthrough evaluations;
- lesson plan checks; •
gradebook checks;
- monitoring of teachers attending professional development sessions;
- informal discussions with teachers;
- annual summative evaluations of performance within the district and the classroom, which includes a narrative evaluation by the principal, recommendations for growth and commendation.

- B. Nontenured teachers are formally observed by the properly certified supervisor, persons certified by the New Jersey State Board of Examiners, at least three times during the

school year. Tenured teachers are formally observed by a properly certified supervisor at least once each school year. Each observation is followed up with a written observation report provided to the teacher and a conference between the teacher and the observer for the purpose of providing teachers with the type of feedback that they need to continue to provide the highest quality of instruction possible.

Section 2. Evaluation Outcomes

SALEM COUNTY SPECIAL SERVICES SCHOOL DISTRICT:
TEACHER EVALUATION RESULTS, SY 2009-2010

Number of teachers meeting the district's criteria for acceptable performance	Number of teachers in district	Percent of teachers in district meeting these criteria
75	80	94%

DARETOWN SCHOOL:
TEACHER EVALUATION RESULTS
SY 2009-2010

Number of teachers meeting the district's criteria for acceptable performance	Number of teachers in district	Percent of teachers in district meeting these criteria
N/A*	N/A*	N/A*

* To protect confidentiality of individual evaluations this school is not providing a school-level statistical summary of teacher evaluation outcomes because there are fewer than 10 teachers in this school.

THE CUMBERLAND CAMPUS:
TEACHER EVALUATION RESULTS, SY 2009-2010

Number of teachers meeting the district's criteria for acceptable performance	Number of teachers in district	Percent of teachers in district meeting these criteria
N/A*	N/A*	N/A*

* To protect confidentiality of individual evaluations this school is not providing a school-level statistical summary of teacher evaluation outcomes because there are fewer than 10 teachers in this school.

THE ALTERNATIVE HIGH SCHOOL:
TEACHER EVALUATION RESULTS, SY 2009-2010

Number of teachers meeting the district's criteria for acceptable performance	Number of teachers in district	Percent of teachers in district meeting these criteria
N/A*	N/A*	N/A*

* To protect confidentiality of individual evaluations this school is not providing a school-level statistical summary of teacher evaluation outcomes because there are fewer than 10 teachers in this school.

THE ALTERNATIVE MIDDLE SCHOOL:
TEACHER EVALUATION RESULTS, SY 2009-2010

Number of teachers meeting the district's criteria for acceptable performance	Number of teachers in district	Percent of teachers in district meeting these criteria
N/A*	N/A*	N/A*

* To protect confidentiality of individual evaluations this school is not providing a school-level statistical summary of teacher evaluation outcomes because there are fewer than 10 teachers in this school.

THE SHARED CHILD STUDY TEAMS:
TEACHER EVALUATION RESULTS, SY 2009-2010

Number of teachers meeting the district's criteria for acceptable performance	Number of teachers in district	Percent of teachers in district meeting these criteria
N/A*	N/A*	N/A*

* To protect confidentiality of individual evaluations this school is not providing a school-level statistical summary of teacher evaluation outcomes because there are fewer than 10 teachers in this school.

NON-PUBLIC PROGRAM TEACHERS:
TEACHER EVALUATION RESULTS, SY 2009-2010

Number of teachers meeting the district's criteria for acceptable performance	Number of teachers in district	Percent of teachers in district meeting these criteria
N/A*	N/A*	N/A*

* To protect confidentiality of individual evaluations this school is not providing a

school-level statistical summary of teacher evaluation outcomes because there are fewer than 10 teachers in this school.

SHARED RELATED SERVICES STAFF:
TEACHER EVALUATION RESULTS, SY 2009-2010

Number of teachers meeting the district's criteria for acceptable performance	Number of teachers in district	Percent of teachers in district meeting these criteria
N/A*	N/A*	N/A*

* To protect confidentiality of individual evaluations this school is not providing a school-level statistical summary of teacher evaluation outcomes because there are fewer than 10 teachers in this school.

**SALEM COUNTY VOCATIONAL DISTRICT'S
PRINCIPAL 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 [Name of District]'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 Salem County Special Services District has fewer than 10 principals.

Section 1. Description of Principal Evaluation System

- A. Principals are evaluated by the superintendent according to Board Policy. The superintendent provides a written evaluation, which then provides the basis for a discussion between the superintendent and principal. In order to formulate the principal evaluation, the superintendent utilizes formal observations of the principal's work, public presentations, parent conferences, presentations in Board meetings and to various constituent groups. Also, the superintendent considers indicators of school climate. Samples of principals written work are reviewed as are the principal's evaluations of teachers. (There is also a check to ascertain that all evaluations were completed). The principal and superintendent conference to discuss the evaluation.
- B. Tenured principals receive one formal evaluation each year. Non-tenured principals are evaluated three times each year.
- C. In addition to the superintendent's evaluation, each principal performs one self-evaluation each year that is based on a set of reflective questions. And, each principal evaluates his/her performance vis a vis their Professional Growth Plan. A new plan for the following year is developed based upon the superintendent's evaluation, the principals self evaluation, and the reflection on the previous year's PGP.

Section 2. Evaluation Outcomes

**SALEM COUNTY SPECIAL SERVICES SCHOOL DISTRICT'S
PRINCIPAL EVALUATION RESULTS
SY 2009-2010**

Number of principals meeting the district's criteria for acceptable performance	Number of principals in district	Percent of principals in district meeting these criteria
N/A*	N/A*	N/A*

* To protect confidentiality of individual evaluations this district is not providing a district-level statistical summary of principal evaluation outcomes because there are fewer than 10 principals in the district.

