

# **GATEWAY REGIONAL HIGH SCHOOL DISTRICT EVALUATION SYSTEMS**

## **Teacher 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 Gateway Regional High School District's policies and procedures for evaluating teachers and educational specialists such as librarians and counselors.

The purpose of a program of evaluation is to promote professional excellence and improve the skills of the teaching staff members, improve student learning and growth, and provide a basis for the review of teaching staff member performance.

The superintendent has developed job descriptions and evaluation criteria in consultation with tenured teaching staff members for each teaching staff member. Job descriptions will clearly and concisely state responsibilities and will be board approved.

All certified staff members shall be evaluated against criteria that includes the collection and reporting of data that is appropriate to the job description, observation conferences, professional growth plans, student progress, instructional skills, subject knowledge, professional conduct and growth, human relations skills, classroom management, lesson plans and assignments, and walk-through evaluations. The evaluation system is based on Charlotte Danielson's framework and Madeline Hunters' Instructional Model. Teachers' professional growth plans shall be aligned to the New Jersey Professional Standards for Teachers.

Each non-tenured teacher shall be evaluated at least three (3) times during each school year by a member of the administrative and/or supervisory staff of the district. Each tenured teaching staff member shall be evaluated at least once during each school year by a member of the administrative and/or supervisory staff of the district.

The evaluation procedures shall provide continuous, constructive, and cooperative interaction and feedback. Each observation shall be followed by a conference to indicate areas of strength and/or weakness. Written formal evaluations of the staff member's performance is prepared in the form of a checklist and narrative with a single overall rating score of satisfactory, needs improvement or unsatisfactory. Annually a written summary evaluation of the staff member's total performance is prepared for all certified staff in the form of a checklist and narrative with a single overall rating score of satisfactory, needs improvement or unsatisfactory. The annual summary conference between the supervisor and the member will include a review of the member's performance, progress toward the objectives set forth in the professional growth plan developed at the previous annual conference, student assessments and growth toward program or school objectives. New professional growth plans will include specific guidance to the teacher on activities that would contribute to his/her obtaining and maintaining knowledge and skills essential to student achievement of the New Jersey Core Curriculum Content Standards (NJCCCS). Growth plans are aligned to the New Jersey Teaching Standards. The annual evaluation includes progress towards the required 100 hours per five-year cycle of professional development.

**GATEWAY REGIONAL HIGH SCHOOL: TEACHER EVALUATION RESULTS  
SY 2009-2010**

<b>RATING CATEGORY</b>	<b>Number of teachers in district receiving this rating</b>	<b>Total number of teachers in district</b>	<b>Percent of teachers in district receiving this rating</b>
SATISFACTORY	102	104	98.08%
NEEDS IMPROVEMENT	2	104	1.92%
UNSATISFACTORY	0	104	0%

**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 Gateway Regional High School District's policies and procedures for evaluating principals and assistant principals.

The purpose of a program of evaluation is to promote professional excellence and improve the skills of the principals, improve student learning and growth, and provide a basis for the review of staff member performance.

The superintendent has developed principal job descriptions and evaluation criteria in consultation with tenured staff members. Job descriptions will be clearly and concisely state responsibilities and will be board approved.

Criteria must include but not limited to student progress, instructional skills, subject knowledge, professional conduct and growth, human relations, skills, management skills and the New Jersey Professional Standards for School Leaders. These criteria are included in plans for continuing education and shall be innervated into each principal's professional growth plan.

Tenured principals shall be observed and evaluated at least once each year by the Superintendent. Non-tenured principals shall be observed and evaluated at least three times each year by the Superintendent.

The evaluation procedures shall provide continuous, constructive, and cooperative interaction and feedback. Each observation shall be followed by a conference to indicate areas of strength and/or weakness. Written formal evaluations of the staff member's performance is prepared in the form of a narrative with a single overall rating score of satisfactory, needs improvement or unsatisfactory.

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.

**GATEWAY REGIONAL HIGH SCHOOL: PRINCIPAL EVALUATION RESULTS  
SY 2009-2010**

Since Gateway Regional High School has fewer than 10 principals, we cannot publicly report this information.