

ALLOWAY TOWNSHIP DISTRICT
PRINCIPAL EVALUATION SYSTEM SY 2015-2016

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 Alloway Township 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.

Section 1. Description of Principal Evaluation System

A. Principal evaluation and supervision process is utilized in Alloway Township to ensure that the teachers are effectively supervised, that the curriculum is taught in every classroom utilizing best practices, and to ensure that teacher performance is enhanced in every classroom so that all students have an opportunity to achieve the Core Curriculum Content Standards. Evidence included in the principal evaluation process includes a minimum of one formal observation per year for tenured principals and a minimum of three formal observations per year for non-tenured principals. Additional evidence includes informal observations at meetings and presentations, post observation conferences, work samples of items such as newsletters and parent letters, the principal's professional development plan, progress in completing the professional development hours, a principal self-reflection, and an evaluator narrative.

The district utilizes the results of the principal evaluation system to plan professional development opportunities, to inform the development of the principal's Professional Development Plan, to inform decisions regarding tenure, to inform recommendations for continued employment, and to inform additional assignment of tasks. Most importantly, the principal evaluation system is used to promote professional excellence, improve the skills of the principal and improve student achievement.

B. The process for evaluation of tenured and non-tenured principals only differs in that non-tenured principals are formally evaluated three times per year and tenured principals are evaluated once. All other components are the same.

C. Due to confidentiality concerns no evaluation results are posted as the district has fewer than 10 principals.