

ALLOWAY TOWNSHIP DISTRICT
TEACHER 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 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 a 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. Teacher evaluation and supervision is utilized in Alloway Township to ensure that the curriculum is effectively taught in every classroom and to improve teacher performance in the classroom so that all students have an opportunity to achieve the Core Curriculum Content Standards. As required by New Jersey Administrative Code, all tenured members of the professional staff are to be evaluated once annually, at a minimum, while all non-tenured professional staff are to be evaluated a minimum of three times annually. Additional evidence includes walk-through observations, post observation conferences, teacher work samples of items such as assignments and lesson plans, the teacher's professional development plan, progress in completing the required professional development hours, a teacher self-reflections, and an evaluator narrative.

All procedures employed in the periodic observation and evaluation of professional staff members shall be guided by and be consistent with the requirements established in the current New Jersey Administrative Code and the *Guidelines for the Evaluation of Tenured Teaching Staff Members* adopted by the State Board of Education in 1979.

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

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

SECTION 2. EVALUATION OUTCOMES TABLE

Number of teachers meeting the district's criteria for acceptable performance	Number of teachers in school	Percent of teachers meeting these criteria
40	40	100%