

EVALUATION MODELS

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 Milltown'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.

TEACHER EVALUATION

Milltown Public Schools has adopted the Danielson model to evaluate teacher performance in accordance with the AchieveNJ regulations. Only teachers at Joyce Kilmer School who teach grade 4 and 5, and language arts and math in grades 6, 7, and 8 receive a student growth percentile (SGP) score. Teachers receiving an SGP are only required to develop one student growth objective (SGO). Those teachers who do not receive an SGP are required to develop 2 SGOs.

More information on the Danielson Framework can be found at <https://www.danielsongroup.org/framework>

ADMINISTRATOR EVALUATION

Administrators are evaluated using the Marshall model. Administrator performance is also based on overall teacher performance and student performance. Leadership skills also contribute to administrator evaluation scores.

More information on the Marshall tool can be found at <http://usny.nysed.gov/rttt/teachers-leaders/practicerubrics/Docs/MarshallPrincipalRubric.pdf>