

TEMPLATE 1: TEACHERS

HARRISON TOWNSHIP'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 [Name of 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

The Harrison Township School District administrators formally evaluate non-tenured (teachers in the first three years of service with the district) a minimum of three times throughout the school year and tenured teachers (teachers who are on at least their fourth year of service with the district) a minimum of one time throughout the school year. The evaluation tool that is used is based on the Charlotte Danielson's *Framework for Teaching*.

The *Framework for Teaching* is a research-based set of components of instruction, aligned to the INTASC standards, and grounded in a constructivist view of learning and teaching. In this framework, the complex activity of teaching is divided into 22 components (and 76 smaller elements) clustered into four domains of teaching responsibility: planning and preparation (Domain 1), classroom environment (Domain 2), instruction (Domain 3), and professional responsibilities (Domain 4). Each component defines a distinct aspect of a domain; two to five elements describe a specific feature of a component. Levels of teaching performance (rubrics) describe each component and provide a roadmap for improvement of teaching.

On the attached survey, you will find detailed information about the evaluation results of the full teaching staff in the Harrison Township School District. Those teachers that have not been put on a corrective action plan by their supervisor have been reported as meeting district expectations. Any teachers that are working under a corrective action plan outlined by their supervisors would be reported as not meeting district expectations for professional performance. In order to protect personal information, no names are reported on this survey.

Section 2. Teacher Evaluation Outcomes

HARRISON TOWNSHIP 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
137	0	100

HARRISON TOWNSHIP ELEMENTARY SCHOOL:
TEACHER EVALUATION RESULTS
SY 2009-2010

Number of teachers meeting the district's criteria for acceptable performance	Number of teachers in school	Percent of teachers in school meeting these criteria
78	78	100

PLEASANT VALLEY ELEMENTARY SCHOOL:
TEACHER EVALUATION RESULTS
SY 2009-2010

Number of teachers meeting the district's criteria for acceptable performance	Number of teachers in school	Percent of teachers in school meeting these criteria
59	59	100

TEMPLATE 2: PRINCIPALS

HARRISON TOWNSHIP'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.

Section 1. Description of Principal Evaluation System

Just as the teaching staff is evaluated, the non tenured members of the administrative team are evaluated by direct supervisors a minimum of three times throughout the school year and the tenured administrators are evaluated by their direct supervisors a minimum of one time throughout the school year. Administrators are evaluated using both a checklist of expectations that rate them as either as "commendable", "satisfactory", "needs improvement" or "unsatisfactory" and a narrative summarizing areas of commendation, essential areas needing focus and whether or not they are meeting district goals. According to the federal requirements and to protect personal information of staff members, data regarding the results of principal evaluations will not be reported in this survey because Harrison Township employs less than 10 staff members working under the NJ State Principal's Certification.

Section 2. Evaluation Outcomes Tables

The Harrison Township School District employees less than 10 principals and therefore will not post evaluation results in order to protect the confidentiality of the staff.