

PATERSON PUBLIC SCHOOLS
90 Delaware Avenue
Paterson NJ, 07504

The information presented below will assist you to understand the mechanisms used by the Paterson School District when evaluating its principals.

Description of the Principal Evaluation System

The Paterson Public School District ensures that all of our principals are certified in the State of NJ and are all experienced educators. Our principals are evaluated in accordance with state laws and regulations, as well as Board policy. The Paterson School District utilizes an evaluation tool that identifies seven (7) critical domains: Consistent and Effective Leader, Curriculum/Program, Supervision of Instruction, Staff Development, Assessment of Pupil Progress, Community Relationships and School Climate.

Evaluations are narrative and include opportunities for pre and post conferencing. The narrative includes comments, commendations, recommendations, goals-progress and completion, and a summative statement. Performance evaluation is informed through the written paragraphs and includes specific, as well as summative performance evaluation. Non-Tenured principals are formally evaluated three (3) times a year whereas tenured principals are evaluated once a year. The multiples measures of non tenured principals ensures that the District makes the proper decision about leadership effectiveness in order to ensure that proper learning is developing in the classroom setting.

Currently the Paterson School District does not included test scores or similar assessments as part of the principal evaluation process but the District is currently revising its evaluation instrument according to the State guidelines and rubrics making it a criterion in the future. The Paterson Public School District would like to inform the public we hold all of our principals accountable for moving student achievement forward and our evaluations of principals are taken serious. To this end, we reevaluate our principal evaluation system every few years in an effort to ensure that all students are successful.

**Paterson Public School : Teacher Evaluation Results for School
Year 2009/2010**

Number of Principals and Vice Principals in the District	Number of Principals/Vice Principals Scoring "Outstanding" on their 2009/2010 evaluation	Number of Principals/Vice Principals Scoring "Commendable" on their 2009/2010 evaluation	Number of Principals/Vice Principals Scoring "Satisfactory" on their 2009/2010 evaluation	Number of Principals/Vice Principals Scoring "Needs Improvement" on their 2009/2010 evaluation	Number of Principals Scoring "Unsatisfactory" on their 2009/2010 evaluation	Number of employees on a Leave of Absence during the entire 2009/2010 School
92	26	48	15	1	0	2