

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 teachers.

Description of the Teacher Evaluation System

The Paterson School District utilizes an evaluation tool that identifies four critical domains: Scholarship, Teaching Techniques, Classroom Organization and Management, Professional Relationships/Achievements and Traits. Using a combination of feedback from Department Supervisors and other District and Building level Administrators, Principals evaluate each teacher based on performance within these categories. Their final evaluations consist of classroom observations, walkthroughs, teacher and student interaction, pre and post conferencing, and other relevant evaluative mechanisms. Non-Tenured teachers are formally observed a minimum of three (3) times a year and evaluated a minimum of three (3) times a year whereas tenured teachers are evaluated once a year. The multiples measures of assessment ensures that the District makes the proper decision about teaching 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 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 employees accountable for moving student achievement forward and our evaluations of teachers surround this principle. To this end, we reevaluate our teacher evaluation system every few years in an effort to ensure that all students are successful.

Paterson Public School : Teacher Evaluation Results for SY 2009/2010

Number of Schools in District	Number of Teachers in the District	Number of Teachers Scoring "Outstanding" on their 2009/2010 evaluation	Number of Teachers Scoring "Commendable" on their 2009/2010 evaluation	Number of Teachers Scoring "Satisfactory" on their 2009/2010 evaluation	Number of Teachers Scoring "Needs Improvement" on their 2009/2010 evaluation	Number of Teachers Scoring "Unsatisfactory" on their 2009/2010 evaluation	Number of employees on a Leave of Absence during the entire 2009/2010 School
52	2754	909	1374	446	6	0	6