

EVALUATION

The board of education believes that the effective evaluation of teaching staff is essential to the achievement of the educational goals of this district, including student achievement of the Core Curriculum Content Standards. The purpose of this evaluation shall be to promote professional excellence and improve the skills of teaching staff members; improve pupil learning and growth; and provide a basis for the review of staff performance.

The board encourages a positive working environment in which the professional growth that results from staff participation in the evaluation process is considered of major importance. Therefore, the administration shall develop evaluation instruments flexible enough to identify the needs, strengths, and improvement objectives of each staff member.

*The chief school administrator shall develop, in consultation with each teaching staff members, job descriptions for each teaching staff member position and evaluation criteria for said positions based upon district goals, program objectives and instructional priorities.*

All teaching staff members shall be evaluated against criteria that evolve logically from the instructional priorities and program objectives of each staff member as specified in the job description for his/her position. All job descriptions shall be presented to the board for approval.

*Criteria must include but not be limited to consideration of pupil progress and growth toward the program objectives; in-depth knowledge of subject matter and the relationship of that discipline to other content areas; professional conduct and growth; collaboration and partnerships, i.e. relationships with parents, guardians, families and agencies in the larger community to support students' learning and well being; classroom management skills that promote positive relationships, cooperation and purposeful learning activities.*

*Tenured teaching staff members shall be observed and evaluated at least once each year by properly certified persons. Non-tenured teaching staff members shall be observed and evaluated at least three times each year by properly certified district staff.*

The evaluation procedures shall provide continuous, constructive, cooperative interaction and communication between the teaching staff member and his/her supervisor/evaluator, thus ensuring a valid basis for performance review. All procedures for the evaluation of teaching staff members shall be in compliance with law and regulation.

All evaluative procedures shall include review of each teacher's progress toward achievement of the state-required goal of 100 clock hours of professional development every five years. Evaluative procedures shall recognize that the purpose of this goal is to assist teaching staff in obtaining and maintaining the knowledge and skills essential to student achievement of the state's Core Curriculum Content Standards. In any instance where an individual teacher fails to make annual progress toward meeting the 100-hour requirement, or where a professional fails to satisfy the requirement fully within the five-year period, the district administration shall take appropriate remedial action, applying sound and accepted principles of progressive supervision as well as by using existing laws and rules to the fullest extent.

The district administration shall recognize each teacher's fulfillment of the continuing education requirement. For evaluative purposes, a teacher has fulfilled his/her professional improvement plan when his/her students have demonstrated satisfactory progress toward achievement of the curriculum standards, as well as the educational goals of this district.

At the end of the first five-year cycle, the district administration shall annually report all instances of noncompliance and actions taken to address them to the State Department of Education. The board of education shall cooperate with the County Professional Development Board and the county superintendent in evaluating its program and progress toward goals.

*The chief school administrator shall provide each teaching staff member with a copy of this policy statement, his/her job description, and his/her evaluation criteria annually by October 1 and shall distribute any amendments to those documents within 10 working days of their becoming effective. Evaluations of non-tenured teaching staff members shall be completed by April 30<sup>th</sup>.*

The chief school administrator shall report at least annually on the effectiveness of the evaluation system and shall recommend means to improve it whenever desirable.

The chief school administrator shall, in the implementation of this policy, develop procedures in consultation with teaching staff members for:

- A. *The collection and reporting of data which is appropriate to the job description including, but not limited to, observation of classroom instruction.*
- B. Observation conferences between the teaching staff member and the supervisor; the preparation of a written evaluation for each of the three observations of nontenured staff members; and an evaluation for each observation of a tenured staff member;
- C. The preparation of individual professional improvement plans that include specific guidance to the teacher on activities that would contribute to his/her obtaining and maintaining the knowledge and skills essential to student achievement of the state's core curriculum standards;
- D. *The preparation of an annual written performance report by the supervisor who has participated in the evaluation of the teaching staff member and shall include, but not be limited to:*
  - 1. Performance areas of strength;*
  - 2. Performance areas needing improvement based upon the job description and New Jersey Professional Standards for Teachers;*
  - 3. An individual professional improvement plan developed by the supervisor and the teaching staff member;*
  - 4. A summary of available indicators of pupil progress and growth and in statement of how these indicators relate to the effectiveness of the of the overall program and the performance of the individual teaching staff member;*
- E. The conduct of the annual summary conference;
- F. The signing of the annual written performance report by the properly certified supervisor/evaluator and the staff member.

All such procedures shall conform to law.

This policy and related procedures shall be reviewed at least yearly, and any necessary revisions made before readoption by the board.

Adopted by the Board of Education  
at its meeting of \_\_\_\_\_

Amended August 12, 2005

<b>Legal References:</b>	<u>N.J.S.A.</u> 18A:4-15	General rule-making power
	<u>N.J.S.A.</u> 18A:4-16	Incidental powers conferred
	<u>N.J.S.A.</u> 18A:6-10 <u>et seq.</u>	Dismissal and reduction in compensation of persons under tenure in public school system ...
	<u>N.J.S.A.</u> 18A:27-3.1 through -3.3	Non-tenured teaching staff; observation and evaluation; conference; purpose ...
	<u>N.J.S.A.</u> 18A:27-10 <u>et seq.</u>	Nontenured teaching staff member; offer of employment for next succeeding year or notice of termination before May 15 ...
	<u>N.J.S.A.</u> 18A:28-5	Tenure of teaching staff members
	<u>N.J.S.A.</u> 18A:29-14	Withholding increments; causes; notice of appeals
	<u>N.J.A.C.</u> 6:3-1.6	Reporting and staffing of school districts
	<u>N.J.A.C.</u> 6:3-4.1	Supervision of instruction: observation and evaluation of nontenured teaching staff members
	<u>N.J.A.C.</u> 6:3-4.2	Procedure for appearance of nontenured teaching staff members before a district board of education upon receipt of a notice of nonreemployment
	<u>N.J.A.C.</u> 6:3-4.3	Evaluation of tenured teaching staff members
	<u>N.J.A.C.</u> 6:3-5.1 <u>et seq.</u>	Seniority
	<u>N.J.A.C.</u> 6:11-13.1 <u>et seq.</u>	Required Professional Development for Teachers
	<u>N.J.A.C.</u> 6:30-2.1(a)8	Purpose and program descriptions
	<u>Manual for the Evaluation of Local School Districts</u> (September 2002)	
	<u>Lacey Township Bd. of Ed. v. Lacey Township Education Association</u> , 130 N.J. 312 (1992), <u>aff'g</u> 259 N.J. Super. 397 (App. Div. 1991)	

**Possible**

<b>Cross References:</b>	2131	Chief school administrator
	4112.6	Personnel records
	4115	Supervision
	4117.41	Nonrenewal
	4131/4131.1	Staff development; inservice education/visitations/conferences
	4215	Supervision
	4216	Evaluation
	6143.1	Lesson plans
	6200	Adult/community education

New Jersey Professional Standards for Teachers