

Cranford Public School District
TEACHER/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 The Cranford Public School 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

A] The Cranford Public School District makes use of a teacher observation and evaluation system that includes several elements of the Clinical Supervision model. This model is consistently applied at each of the district schools. All instructional staff members are observed and evaluated in accordance with these standardized procedures and forms and with the use of a consistent observation and evaluation process. The process includes pre and post observation conferences, informal visitations and most importantly, formal, written observation reports and an additional Annual Summative Performance report. The district does not utilize a single overall rating scale or level on a single scale, in its teacher evaluation system.

The district looks at the following types of evidence or information in the formal teacher evaluation process: formal observation, informal, walk-through observations, pre and post observation conferences, teacher work samples, the teacher Professional Development Plan, teacher self-evaluation and evaluator narrative. The district utilizes teacher evaluation system results to plan professional development, inform teachers Professional Development Plan, to inform tenure decisions, to inform recommendations for continued employment, to inform teacher placement decisions. Student achievement outcomes or student growth data are addressed in the required Annual Summative Performance Report Conference in relation to each individual faculty members' Professional Growth Plan.

B] For non-tenured faculty, the number of formal, written Observation reports required is a minimum of 4 annually. For tenured faculty, the number of formal, written Observation Reports required is a minimum of 2 annually. In addition, all faculty, non-tenured and tenured-must receive a written Annual Summative performance Report. Non tenured staff also receive a mid year evaluation report.

C] During the mandatory individual and personal conference required as part of the process for this Annual Summative Performance Report, topics such as student achievement and a mutually designed Professional Improvement or Growth Plan are discussed between each faculty member

and his/her Principal and/or Supervisor. The formal Observation Report form and the evaluation process requires actual observations of faculty carrying out assigned instructional duties in various settings and the format for written report includes 25 performance indicators in the three major areas of Planning and Preparation, Classroom Environment Instruction Professional responsibilities and Indicators of student progress. The written Annual Summative Performance Report contains these three areas and a fourth area, that of Professional Responsibilities.

Section 2. Evaluation Outcomes Tables

Cranford Public 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
380	392	97 %

Cranford Public School District
PRINCIPAL EVALUATION
RESULTS SY 2009-2010

Number of Principals meeting the district's criteria for acceptable performance	Number of Principals in district	Percent of Principals in district meeting these criteria
10	10	100 %