

EAST RUTHERFORD'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 East Rutherford'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 purpose of the East Rutherford teacher evaluation system is to provide feedback to teachers so that they can grow professionally and provide the best instruction to students so that students can grow intellectually and socially.

Although there are many informal observations done for both tenured and non-tenured teachers, non-tenured teachers are formally observed at least three times a year and tenured teachers at least once a year. The observation format is based on the performance of teachers in a variety of topics: organization and planning; student motivation; rapport with students; knowledge of content and pedagogy; knowledge of students enthusiasm; classroom environment; and student involvement in the learning process. A narrative with recommendations and strengths noted is written based on the classroom observation of the lesson, and the post conference with the teacher. At the end of the year, each teacher is given a final summative evaluation in the form of a narrative that encompasses all of the classroom observations and other information gathered throughout the year such as, but not limited to the following: day to day walk-through observations, lesson plans, classroom assignments, progress in completing the state-mandated professional development hours, and teacher self-evaluation. The Summary Evaluation also includes individual teacher goals for the following year.

The district uses the results from the evaluation process in many ways. Some of these include: planning professional development opportunities for staff; informing an individual teacher's professional development plan for the following year; informing teacher placement for the following year; informing specific roles that teachers will have in the district; and informing tenure and employment decisions for the future.

We are always looking for ways to improve instruction so that student learning will be enhanced. Our evaluation process, along with professional development, is a way to accomplish this. Part of the mission statement of the district is to provide learning opportunities for students that will prepare them for the 21st Century and to provide

students with experiential learning activities. As part of our observation and evaluation system, administrators look for these student learning experiences.

- B. Please refer to East Rutherford Board of Education Policies # 3221 and 3222 for more information regarding the evaluation of the teaching staff.

Section 2. Evaluation Outcomes Tables

**EAST RUTHERFORD: 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
67	67	100%

**McKenzie 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
31	31	100%

**Faust Intermediate 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
36	36	100%