

EAST RUTHERFORD'S 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 East Rutherford's policies and procedures for evaluating principals and assistant principals.

Confidentiality concerns: To protect the confidentiality of individual evaluations, districts are not required to provide a district-level statistical summary of principal evaluation outcomes in those cases where there are fewer than 10 principals in a district.

Section 1. Description of Principal Evaluation System

A . Although there are many informal observations done for both tenured and non-tenured Principals, tenured Principals are formally evaluated at least once a year and non-tenured Principals are formally evaluated at least three times a year by the Superintendent. The purpose of the evaluation system is to provide feedback to Principals to enhance their professional growth and provide outstanding instructional leadership to teachers, which in turn positively affects the social and intellectual growth of students.

The evaluation system is based on the New Jersey Professional Standards for School Leaders. These standards are based on principles of good teaching. "The Standards for School Leaders are:

- Built from the raw materials of leadership, reflecting the actual work of the school leader;
- Anchored in teaching and learning;
- Focused on student achievement; and
- Concerned with ensuring the success of all children."

The Principal's evaluation system includes the following as part of the process: formal as well as informal observations; Principal's self-evaluation; work samples; documentation of completed teacher evaluations; a narrative completed by the Superintendent; and performance aligned to district goals. The Superintendent meets with the Principal to establish goals at the beginning of the year and then meets regularly to assess progress toward these goals.

The district uses the results from the evaluation process in many ways. Some of these include: planning professional development opportunities; informing the principal's Professional Growth Plan; informing tenure decisions; informing recommendations for continued employment and informing the selection of principals for specific roles and duties.

We are always looking for ways to improve instruction so that student learning will be enhanced. Our evaluation process for principals, 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. The Principal evaluation system is designed to focus on these goals and to help to move instruction closer to accomplishing these goals for “each and every student.”

B. Please refer to East Rutherford Board of Education Policy # 3223 for additional information regarding the evaluation of the principals.

To protect confidentiality, we are not required to post a summary chart on website because the district has fewer than 10 principals.