

## WHARTON BOROUGH PUBLIC SCHOOL DISTRICT'S TEACHER EVALUATION SYSTEM, SY2009-2010

### 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 Wharton Borough 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 purpose of the evaluation of the teaching staff of the Wharton Borough Public Schools is to:

- Promote professional excellence
- Improve teaching skills
- Improve student learning and growth
- Provide a basis for review of staff performance

Each teaching staff member is evaluated annually against criteria which evolves logically from the instructional priorities and program objectives as specified in the job description of each position. The district's formal teacher evaluation system is based on the work of Charlotte Danielson and her Teacher Evaluation Framework Model. Evidence used to complete the teacher evaluation consists of formal classroom observations, walk-through observations, lesson plans, pre and post observation conferences, accomplishment of goals set forth in the teacher's professional development plan, and progress in completing required professional development hours. The final document is a combination of multiple ratings (not combined into a single summative rating) along with a narrative summary.

The Wharton Borough Public School District uses the data collected through the teacher evaluation system to plan professional development activities, direct the teacher's Professional Development Plan, inform tenure decisions and recommendation for continued employment, inform selection of teachers for specific roles and duties and to assist in teacher placement decisions.

B. The program of evaluation of nontenured teaching staff members shall include the observation and evaluation of each such employee in the performance of his or her duties by an appropriate supervisor no fewer than three times during each school year, but no less than once each semester. Each evaluation shall be followed by a conference between the teaching staff member and his or her superior or supervisor. Each tenured teacher is formally evaluated at least once during the course of the year and then is followed by an evaluation conference.

Section 2. Evaluation Outcome Tables

WHARTON BOROUGH 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
73	76	96%

MACKINNON MIDDLE 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 district meeting these criteria
30	31	97%

MARIE V. DUFFY ELEMENTARY SCHOOL  
SY 2009 – 2010

Number of teachers meeting the district's criteria for acceptable performance	Number of teachers in school	Percent of teachers in district meeting these criteria
43	45	96%

## WHARTON BOROUGH PUBLIC SCHOOL DISTRICT'S PRINCIPAL EVALUATION SYSTEM, SY2009-2010

### 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 Wharton Borough Public School District's policies and procedures for evaluating 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. Tenured administrators shall be evaluated in order to promote their professional excellence and improve their skills, to enhance pupil learning and growth, and to provide a basis for the review of administrative performance. Each tenured administrator shall be evaluated by the Superintendent. The Superintendent shall, in consultation with administrators, develop procedures for the evaluation of tenured administrators that include:
- Collection and reporting of evaluation data appropriate to the job description and evaluation criteria, including observations of the administrator's performance
  - Observation between the administrator and the Superintendent
  - Preparation of individual professional development plans
  - Preparation by the Superintendent of an annual written performance report that includes the administrator's performance areas of strength and weakness, and individual professional development plan developed by the Superintendent and the administrator, a summary of available indicators of pupil progress and growth, and a statement of how these indicators relate to the effectiveness of the overall program and the performance of the individual administrator.

The annual summary conference between the administrator and the principal shall be held before the written performance report is filed. The conference shall include, but not be limited to, a review of the administrator's performance based upon the job description and a review of the progress toward the objectives the individual professional development plan developed at the previous annual conference, formal observation, school climate indicators, documentation of completed teacher evaluations, monitoring of lesson plans, and a review of available indicators of pupil progress and growth toward the program objectives. The Wharton Public School District used the data collected through the principal evaluation system to plan professional development opportunities, inform a principal's Professional Growth Plan, inform tenure decisions, compensation, and recommendations for continued employment, and to inform selection of principals for specific roles and duties.

- B. Nontenured administrators shall be evaluated for the purpose of identifying and correcting deficiencies, improving professional competence, establishing a means for determining reemployment, and improving the quality of the educational program of the district. The observation of a nontenured administrator in the performance of duties shall not be less than three times in each school year and not less than once in each semester.

## Section 2 Evaluation Outcome Tables

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. The Wharton Borough School system has less than 10 principals.