

MANNINGTON TOWNSHIP SCHOOL 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 Mannington Township School'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.

Description of Teacher Evaluation System:

Teachers at the Mannington School are evaluated through formal and informal observations that are conducted during the school year. All tenured staff are evaluated at least once during the school year by the Superintendent or Principal. A comprehensive written report is prepared by the Superintendent/Principal and signed by the teacher. One copy of the report is given to the teacher; the other copy is put into the teachers file. If the teacher disagrees with the evaluation made by the Superintendent/Principal, he/she may prepare a written comment, which will be placed with the official evaluation in the teachers file. Evaluation conferences occur within seven (7) school days of the observation. All non-tenured staff is observed minimally three times per school year with all the same parameters and procedures that are implemented with tenured staff.

The evaluation instrument utilized at the Mannington School is very thorough and encompasses many areas that the classroom teacher is responsible for, including: content knowledge, organization, lesson plan development, state standards addressed, implementation of the lesson, classroom management, and interpersonal skills/learning climate. There are narrative areas for commendations and recommendations for areas of improvement.

The evaluation process also includes a review of other artifacts including, but not limited to lesson plans, roll books, written communication, etc. The principal/superintendent also conducts walk through observations to assess classroom climate.

MANNINGTON TOWNSHIP SCHOOL: 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
18	18	100%

MANNINGTON TOWNSHIP SCHOOL: 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 Mannington Township School'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.

Description of Principal Evaluation System:

The Superintendent with input from the Board of Education evaluates the performance of a tenured Principal at least once per year in accordance with statutes, regulations, and Board policy. Each annual evaluation is in writing and shall represent the Superintendent's evaluation of the Principal based on multiple measures of assessment. A copy of the evaluation is provided to the Principal for review. The Superintendent meet's with the Principal to discuss the findings. All non-tenured Principals have three evaluations per school year with the same parameters and procedures that are implemented with tenured Principals.

The evaluation instrument encompasses many aspects of the Principal's function that include: Superintendents observations, instructional leadership skills, management skills, professional growth, communication ability, and academic enhancement of building. There is a narrative that encompasses all areas of the evaluation. The Principal is encouraged to respond to the written evaluation.

*To protect confidentiality, districts that have fewer that ten administrators do not post Principal evaluation results.