

## **Washington Township Teacher Evaluation System 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 Washington Township'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 not fewer than 10 teachers in school.

### **Description of Washington Township's Teacher Evaluation System (Section 1)**

Washington Township uses a narrative format for the evaluation of teachers. The format includes a description of the lesson, an analysis of the lesson, and commendations and recommendations for future success. This format was established based on the Madeline's Hunter's Direct Instructional Model for Teachers with intent to invoke dialogue and reflection about best-practices in instructional delivery. In general, tenured teachers are formally observed once per year and non-tenured teachers are observed three times per year. In addition, each teacher is given a summative evaluation in which the teacher has an opportunity to develop professional goals based on current understandings and district goals.

The teacher evaluation process includes, but is not limited to formal observation, pre/post observation conferences, and teacher work samples, discussion regarding professional development plan, and status on professional development hour's completion. Currently, the teacher evaluation system in Washington Township School District does not include student achievement outcomes. However, the results of a teacher's evaluation may assist with planning professional development opportunities as well as informing decisions regarding the Professional Development Plan. In addition, a teacher's evaluation may affect tenure decisions, recommendations for continued employment, selection of specific roles and/ or duties, as well as teacher placement decisions.

### **Description of Washington Township's Teacher Evaluation System (Section 2)**

An overall rating of a teacher's performance is not given in an effort to support continued professional growth. Washington Township School District's administrative team is committed to facilitating open dialogue and reflection for our professional staff. The professional staff remains current with research-based practices that encourage academic rigor and high expectations for all students.

\*Washington Township has fewer than 10 principals