

EGG HARBOR TOWNSHIP SCHOOL DISTRICT'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 in the public on the procedures they use to evaluate teachers and principals. The information presented below will help you understand Egg Harbor Township 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 I. Description of Teacher Evaluation System**

The Egg Harbor Township Teacher Observation/Evaluation Report supports the district's mission of providing a learning environment that addresses rigor and relevance, 21<sup>st</sup> Century standards and best practices. The evaluation system is reviewed and revised annually by a committee which includes both teachers and administrators. The report is an improvement tool, which we have found to be effective for both the teacher and the administrator. Our district teacher evaluation system is based on the following conceptual frameworks: New Jersey Professional Standards for Teachers and the Madeline Hunter's Direct Instruction Model. The system consists of various components, such as formal and informal observation, walk-through observations, conferencing, lesson plans/teacher products and on-going, job-embedded professional development. Our non-tenured teachers are required to have a minimum of three (3) formal evaluations,

and our tenured teachers are required to have a minimum of one (1) formal evaluation. The Egg Harbor Township School District uses the results of the teacher evaluation system to make the following decisions: to plan professional development opportunities, to assist a teacher in developing his/her Professional Development Plan, to inform tenure decisions, to inform recommendations for continued employment and to inform teacher placement decisions. Our non-tenure teachers are given a written narrative in their annual summative performance evaluation.

**Section 2. Evaluation Outcomes Tables**

i. District –level Summary Table

Egg Harbor Township Teacher Evaluations 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 |
|---|--------------------------------|--|
| 765   | 771                            | 99%  |

ii. School-level Summary Table

H. R. Swift School

| Number of teachers meeting the district’s criteria for acceptable performance | Number of teachers in school | Percent of teachers in the school meeting these criteria |
|---|------------------------------|--|
| 53  | 53                           | 100%   |

E. H. Slaybaugh Elementary School Complex

| Number of teachers meeting the district’s criteria for acceptable performance | Number of teachers in school | Percent of teachers in the school meeting these criteria |
|---|------------------------------|--|
| 82  | 82                           | 100%   |

C. J. Davenport Elementary School Complex

| Number of teachers meeting the district's criteria for acceptable performance | Number of teachers in school | Percent of teachers in the school meeting these criteria |
|---|------------------------------|--|
| 77  | 78                           | 99%  |

Dr. Joyanne D. Miller Elementary School

| Number of teachers meeting the district's criteria for acceptable performance | Number of teachers in school | Percent of teachers in the school meeting these criteria |
|---|------------------------------|--|
| 95  | 95                           | 100%   |

Alder Avenue Middle School

| Number of teachers meeting the district's criteria for acceptable performance | Number of teachers in school | Percent of teachers in the school meeting these criteria |
|---|------------------------------|--|
| 104   | 104                          | 100%   |

Fernwood Avenue Middle School

| Number of teachers meeting the district's criteria for acceptable performance | Number of teachers in school | Percent of teachers in the school meeting these criteria |
|---|------------------------------|--|
| 101   | 101                          | 100%   |

## Egg Harbor Township High School

| Number of teachers meeting the district's criteria for acceptable performance | Number of teachers in school | Percent of teachers in the school meeting these criteria |
|---|------------------------------|--|
| 219   | 224                          | 98%  |

# EGG HARBOR TOWNSHIP SCHOOL DISTRICT'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 in the public on the procedures they use to evaluate teachers and principals. The information presented below will help you understand Egg Harbor Township School District'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 I. Description of Principal Evaluation System**

The Egg Harbor Township Principal Evaluation System supports the district's mission of providing a safe learning environment that addresses rigor and relevance, 21<sup>st</sup> Century standards and best practices. In addition, it is the principal's role, as a learning leader to assist teachers and staff in developing academic scholarship, integrity, leadership, citizenship and students' learning styles, while encouraging strong work ethics and responsibility. Our district Principal Evaluation System is based on the conceptual framework of the New Jersey Professional Standards for School Leaders. The Principal Evaluation Report is basically a narrative, which addresses six (6) topics: Curriculum and Instruction, Goals, Organization, Communication, Community and School Climate. The system consists of several components, such as formal observation, principal's work products, school climate indicators, completed teacher evaluations, evaluation conference and professional growth plans. In addition, student achievement outcomes and student growth data are addressed in conferencing, program planning and in professional learning communities. Our non-tenured principals and assistant principals are required to have a minimum of three (3) formal

evaluations; in addition they are required to be mentored for 24 months through the New Jersey Leader-2- Leader Program (NJL2L). Our tenured principals are required to have a minimum of one (1) formal evaluation. The Egg Harbor Township School District uses the results of the principal evaluation system to make the following decisions: to plan professional development opportunities, to inform a principal's/assistant principal's Professional Growth Plan (PGP), to inform recommendations for continued employment and to inform selection of principals/assistant principals for specific roles or duties.

**Section 2. Evaluation Outcomes Tables**

i. District –level Summary Table

Egg Harbor Township Teacher Evaluations Results SY 2009-2010

| Number of principal's meeting the district's criteria for acceptable performance | Number of principals in district | Percent of principals in district meeting these criteria |
|--|----------------------------------|--|
| 18   | 18                               | 100%   |

ii. School-level Summary Table

H. R. Swift School

| Number of principals meeting the district's criteria for acceptable performance | Number of principals in school | Percent of principals in the school meeting these criteria |
|---|--------------------------------|--|
| 1   | 1                              | 100%   |

E. H. Slaybaugh Elementary School Complex

| Number of principals meeting the district's criteria for acceptable performance | Number of principals in school | Percent of principals in the school meeting these criteria |
|---|--------------------------------|--|
| 2   | 2                              | 100%   |

### C. J. Davenport Elementary School Complex

| Number of principals meeting the district's criteria for acceptable performance | Number of principals in school | Percent of principals in the school meeting these criteria |
|---|--------------------------------|--|
| 2   | 2                              | 100%   |

### Dr. Joyanne D. Miller Elementary School

| Number of principals meeting the district's criteria for acceptable performance | Number of principals in school | Percent of principals in the school meeting these criteria |
|---|--------------------------------|--|
| 3   | 3                              | 100%   |

### Alder Avenue Middle School

| Number of principals meeting the district's criteria for acceptable performance | Number of principals in school | Percent of principals in the school meeting these criteria |
|---|--------------------------------|--|
| 3   | 3                              | 100%   |

### Fernwood Avenue Middle School

| Number of principals meeting the district's criteria for acceptable performance | Number of principals in school | Percent of principals in the school meeting these criteria |
|---|--------------------------------|--|
| 3   | 3                              | 100%   |

## Egg Harbor Township High School

| Number of principals meeting the district's criteria for acceptable performance | Number of principals in school | Percent of principals in the school meeting these criteria |
|---|--------------------------------|--|
| 4   | 4                              | 100%   |