

DELANCO'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 Delanco'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. The Delanco School District employs only one principal, so no data will be reported.

Section 1. Description of Principal Evaluation System

- A. Tenured principals receive a minimum of one formal evaluation a year.
- B. Non-tenured principals receive a minimum of three formal evaluations a year.
- C. The formal principal evaluation process for both tenured and non tenured principals reference the New Jersey Standards for School Leaders and includes the following evidence in accordance with state laws and regulations, as well as Board policy and regulations.
 - Principal work samples (e.g., communications with school community)
 - Documentation of completed teacher evaluations
 - School Climate Indicators
 - Evaluator narratives
 - Evaluation conferences
- D. Our district uses the results from our principal evaluation system to:
 - Inform a principal's professional growth plan
 - Inform tenure decisions
 - Inform recommendations for continued employment
- E. The principal's annual summative performance evaluation for both tenured and non tenured principals is in the form of a written narrative and is not given in the form of a single, overall rating score of level on a single scale (e.g., outstanding, satisfactory, unsatisfactory). The narrative includes comments, commendations, recommendations, and a summative statement. Performance evaluation is informed through the written paragraphs and includes specific, as well as summative performance evaluation.

Section 2. Evaluation Outcomes Tables

The Delanco School District employs only one principal, hence, for confidentiality reasons, no data is supplied.