

DELANCO'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 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 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. Tenured teachers receive a minimum of one formal evaluation a school year.
- B. Non Tenured teachers receive a minimum of three formal evaluations a school year.
- C. Evidence used during the formal evaluation process includes:
 - Formal classroom observations
 - Walk-through observations
 - Teacher's Professional Development Plan
 - Progress in completing required professional development hours
 - Evaluator narrative
- D. Results of the teacher evaluation are used to:
 - Plan professional development opportunities
 - Inform a teacher's Professional Development Plan
 - Inform tenure decisions
 - Inform recommendations for continued employment
- E. Format
 - Teacher's (both tenured and non tenured) receive an annual summative performance evaluation in the form of a written narrative
- F. Areas that are addressed in the annual summative evaluation include:
 - Use of productive teaching techniques
 - Development of positive interpersonal skills
 - Degree of organization and structured class management
 - Intellectual stimulation given to students
 - Maintenance of adequate classroom environment
 - Adherence to job description for this position
 - Participation in school projects, programs and community affairs
 - Ability and willingness to maintain school discipline

- Quality, promptness and accuracy of records, reports, and plans
 Professional interaction with staff, students, parents and public
- G. The rating scale used for the annual summative evaluation is based on:
- Exceeds district expectations
 - Meets district expectations
 - Does not meet district expectations

Section 2. Evaluation Outcomes Tables

DELANCO 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
36	36	100%

WALNUT STREET 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 school meeting these criteria
18	18	100%

M. JOAN PEARSON SCHOOL RESULTS
 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 school meeting these criteria
18	18	100%