

**RIDGEFIELD PARK SCHOOL DISTRICT
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 Ridgefield Park School District 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

All teachers are evaluated informally nearly every day throughout the school year by an assigned, certificated staff member. Each teacher is formally observed during the delivery of entire lessons during/after which the administrator or supervisor completes a Performance Observation Report. After two or more formal observations, the administrator or supervisor completes an Annual Written Performance Report. These instruments of evaluation are based on New Jersey Professional Standards for Teachers. They contain both checklists and evaluator narrative. General categories for evaluation such as methodology, planning, organization, student management, professional responsibilities, subject knowledge, professional development, and indicators of students' growth are reviewed.

Elements that are assessed among the general categories include how well the teacher challenges each student at his/her individual level of ability; if all lessons prepared are complete, relevant, and based on district curriculum guides, benchmarks, New Jersey Core Curriculum Content Standards and corresponding Cumulative Progress Indicators; how effectively the teacher understands and accommodates students' personal and special needs; the degree to which he/she utilizes and applies new ideas, current theory, and research.

A formal lesson observation is sometimes preceded by a pre-observation conference. However, it is always followed by a post-observation conference in which the strengths and challenges of teaching and learning are addressed. Annually, the results of our teacher evaluation system help us to plan professional development opportunities, determine continued employment, inform tenure decisions, teacher placements, and teacher awards or special recognition.

Untenured teachers are formally observed at least four times per year. Tenured teachers are formally observed at least two times per year. All the criteria for informal and formal performance observation and formal annual performance are the same.

Section 2. Evaluation Outcomes

RIDGEFIELD PARK SCHOOL DISTRICT 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
203	204	99.5%

GRANT 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
25	25	100%

LINCOLN 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
35	35	100%

ROOSEVELT 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
37	37	100%

RIDGEFIELD PARK JR/SR HIGH 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
106	107	99.1%