

## ***Educator Evaluation Information***

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 Morris 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 if there are fewer than 10 teachers in a school.

### **Description of the Teacher Evaluation System**

The teacher evaluations system used to evaluate the effectiveness of all teachers in the Morris School district is aligned to Charlotte Danielson's Teacher Evaluation Framework. Teachers are evaluated in the areas of Planning and Preparation, Classroom Environment, **Instruction and Professional Characteristics**. These Domains include designing assessment for student learning, knowledge of materials and resources, New Jersey Core Curriculum Content Standards, cultivation of an atmosphere of mutual respect, communication and motivation of students, contributions to the school and district and a desire for lifelong learning.

The Morris School District has implemented an evaluation tool for teaching staff members for the purpose of identifying and correcting deficiencies, improving professional competence and quality of instruction as well as assisting the Board in determining acceptable/unacceptable practices for the employment of staff.

The program of evaluation of non-tenured teaching staff members includes a written observation and evaluation by an appropriate supervisor three times per year followed by a summative/final evaluation. Tenured staff members are observed by an appropriate supervisor one time per year followed by a written summative evaluation. Supervisors assist staff in the remediation of deficiencies as well as highlight their strengths.

The teacher evaluation process includes both formal and informal observation; pre and post conferences; teacher portfolio; and the teacher professional development plan which includes progress in the achievement of required Professional Development hours.

The teacher evaluation system reviews the staff members' performance; the progress made toward the objectives in the profession development plan; and pupil assessments and growth toward program objectives. The results of this process allow the district to plan professional development opportunities and to inform tenure and compensation decisions.

### ***Morris School District Teacher Evaluations - SY - 2009-2010***

<b>School</b>	<b>Number of Teachers Meeting the District's Criteria for Acceptable Performance</b>	<b>Number of Teachers in School</b>	<b>Percent of Teachers in District meeting these Criteria</b>
<b>Alexander Hamilton</b>	38	38	100%
<b>Alfred Vail</b>	33	35	94%
<b>Hillcrest</b>	33	34	97%
<b>Normandy Park</b>	39	39	100%
<b>Sussex Avenue</b>	32	33	97%
<b>Thomas Jefferson</b>	32	34	94%
<b>Woodland</b>	36	36	100%
<b>Lafayette Learning Center</b>	17	19	89%
<b>Frelinghuysen MS</b>	85	98	87%
<b>Morristown High School</b>	131	150	87%
<b>District Total</b>	476	516	92%

**Description of Principal Evaluation System**

The Principal evaluation is aligned with the *New Jersey Professional Standards for School Leaders*. It evaluates the effectiveness of Principals is a summary evaluation report that represents an assessment of job performance for the planning, implementation, and evaluation of educational programs and services. This assists the Board in determining acceptable/unacceptable practices for the employment of administrators.

The non-tenured administrators are evaluated both formally and informally for the purpose of identifying and correcting deficiencies, improving professional competence, establishing a means for determining reemployment and improving the quality of the educational program. The non-tenured administrator is observed three times and receives an Annual Summary Evaluation Report.

The tenured administrator evaluation process includes both formal and informal observation conferences; the collection and reporting of evaluation data addressing the administrator’s performance; and the preparation of individual professional growth plans. The summative evaluation for tenured and non-tenured administrators includes assessment in the areas of Duties and Responsibilities; Program Planning and Evaluation; Personnel and Instruction; Budget and Resource Management; and Collaboration, Communication, and Community Relations.

The results of this process allow the district to provide professional development opportunities and to inform tenure and compensation issues.

**Morris School District Principal Evaluation SY 2009-2010**

<b>Number of Principals* Meeting the District's Criteria for Acceptable Performance</b>	<b>Number of Principals* in District</b>	<b>Percent of Principals* in District Meeting these Criteria</b>
11	11	100%