

# **HIGH POINT REGIONAL HIGH SCHOOL'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 High Point Regional'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 are formally evaluated two times per year; non-tenured teachers at High Point Regional are formally evaluated more than four times per year. High Point's formal teacher evaluation system is based on the New Jersey Professional Standards for Teachers. High Point uses formal observations, walk-through observations, pre and post observations conferences, lesson plans and assignments and teacher professional development plans, progress in completing required professional development hours and evaluator narrative to evaluate our staff. Student outcomes or student growth data was not a component of the formal evaluation criteria for the 2009-2010 school year. The district uses the results from teacher evaluation systems to: plan professional development opportunities; inform a teacher's professional development plan; inform tenure decisions; inform recommendations for continued employment; inform selection of teachers for specific roles or duties; inform decisions on teacher awards and recognitions. Both tenured and non-tenured teacher's annual summative performance evaluation is given in the form of a written narrative. Both tenured and non-tenured teachers annual summative performance evaluation is given in the form of a single, overall rating score or level on a single scale. Effort is taken to effectively evaluate teachers and utilize that data as a component of human capital management and to relate to our district mission and values.
  
- B. Non-tenured teachers are formally evaluated as few as four times per year and in excess of six times per year when deemed necessary. Tenured teachers are formally evaluated two times per year at minimum; more if there is determined to be a need.

## **Section 2. Evaluation Outcomes Tables --**

High Point Regional High School TEACHER EVALUATION RESULTS  
SY 2009-2010

RATING CATEGORY (list from most accomplished to least accomplished)	Number of teachers in district receiving this rating	Total number of teachers in district	Percent of teachers in district receiving this rating
SATISFACTORY	130	133	97.8%
Needs Improvement	1	133	.008%
UNSATISFACTORY	2	133	.02%

## **PRINCIPALS**

### **HIGH POINT REGIONAL HIGH SCHOOL'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 High Point Regional High School'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.

**HIGH POINT REGIONAL HIGH SCHOOL HAS FEWER THAN 10 PRINCIPALS AND IS THEREFORE NOT REQUIRED TO PROVIDE A DISTRICT-LEVEL SUMMARY OF PRINCIPAL EVALUATION OUTCOMES.**



District Teacher Evaluation Systems

**TEACHER EVALUATION SYSTEM COMPONENTS & PROCESS**

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**\* 1) How many times per year are tenured teachers in your district required to receive a formal evaluation? (choose one)**

- 0     
  1     
  2     
  3     
  4     
  more than 4

**\* 2) How many times per year are non-tenured teachers in your district required to receive a formal evaluation? (choose one)**

- 0     
  1     
  2     
  3     
  4     
  more than 4

**\* 3) Is your district's formal teacher evaluation system based on any of the following conceptual frameworks? (Check all that apply)**

- New Jersey Professional Standards for Teachers     
  National Board Standards for Accomplished Teaching     
  Charlotte Danielson's Teacher Evaluation Framework     
  Robert Marzano's Nine Essential Instructional Strategies     
  Madeline Hunter's Direct Instruction Model     
  None of the above
- Other (please specify)

High Point uses a narrative addressing performance based on componenets of the NJ Professional Standards for Teachers.

**\* 4) What types of evidence does your formal teacher evaluation process include? (Check all that apply)**

	Yes	No
Formal observation	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Teacher work portfolio	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Walk-through observations	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pre and/or post observation conference	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Teacher work samples (e.g., lesson plans; assignments)	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Videotaping of teaching	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Teacher's Professional Development Plan	<input checked="" type="checkbox"/>	<input type="checkbox"/>

	Yes	No
Progress in completing required professional development hours	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Peer evaluation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Teacher self-evaluation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Evaluator narrative	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other (please describe)	<div style="border: 1px solid black; height: 60px; width: 100%;"></div>	

**\* 5) Does your formal teacher evaluation process include any student achievement outcomes or student growth data as an evaluation criterion?**

- Yes
- No

**\* 6) How does your district use the results from your teacher evaluation system? (check all that apply)**

- To plan professional development opportunities
- To inform a teacher's Professional Development Plan
- To inform tenure decisions
- To inform compensation decisions
- To inform recommendations for continued employment
- To inform selection of teachers for specific roles or duties
- To inform teacher placements decisions
- To inform decisions on teacher awards or recognitions
- Other (please describe)

**\* 7) Is a teacher's annual summative performance evaluation given in the form of a written narrative?**

	Tenured	Non-Tenured
Yes, written narrative used	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
No, written narrative not used	<input type="checkbox"/>	<input type="checkbox"/>

**\* 8) Is a teacher's annual summative performance evaluation given in the form of a single, overall rating score or level on a single scale (e.g., outstanding, satisfactory, unsatisfactory)?**

	Tenured	Non-Tenured
Yes, a single rating or level given	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
No, a single rating or level not given	<input type="checkbox"/>	<input type="checkbox"/>

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STATE OF NEW JERSEY  
DEPARTMENT OF EDUCATION

District Teacher Evaluation Systems

TEACHER EVALUATION DATA

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If you have fewer than 10 teachers in your district, continue the survey at question 13. DO NOT answer questions 9-12.

**ANSWER QUESTIONS 9 - 11: If you answered a YES in QUESTION 8 AND you have MORE THAN 10 teachers in your district (to protect confidentiality). Remember, in this survey the term teacher means full- or part-time contracted staff working under a NJ instructional or educational services certificate.**

**DO NOT ANSWER QUESTIONS 9 - 11: If you answered only NO in QUESTION 8. This means you do not give a single, summative rating or level from a single scale. For example, you may give multiple ratings on multiple scales which are not combined into a single summative rating, or you may use a narrative summary only, or you may use a combination of factors. In any of those cases, skip answering 9-11 and continue the survey at question 12.**

**For questions 9A and 9B: Follow the directions to complete the data tables below about your summative performance ratings or levels for teachers in SY 2009-10.**

**9A) List the names of the categories used in your rubric or rating scale (such as outstanding, satisfactory, needs improvement, etc) using line 1 for the highest/most accomplished. If your scale has fewer categories than 10 please leave the extra lines blank.**

- |    |                        |
|----|------------------------|
| 1) | Satisfactory           |
| 2) | Needs Improvement      |
| 3) | Less Than Satisfactory |
| 4) |                        |
| 5) |                        |
| 6) |                        |

- 7)
- 8)
- 9)
- 10)

**9B) Using the rating scale listed above in question 9A and the corresponding lines below, enter the number of teachers rated in each of the categories during the 2009-2010 school year.**

- 1)
- 2)
- 3)
- 4)
- 5)
- 6)
- 7)
- 8)
- 9)
- 10)

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