**LAFAYETTE TOWNSHIP SCHOOL**

**TEACHER EVALUATION SYSTEM FOR 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 Lafayette’s policies and procedures for evaluating teachers and educational specialists such as counselors and librarians.

**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**

1. The locally developed evaluation instrument used by the Lafayette Township School District utilizes the research of Charlotte Danielson’s *New Trends in Teacher Evaluation.* Our evaluative tool incorporates:

* Lesson Planning and Development
* Lesson Presentation
* Teacher Performance
* Summary of Lesson which includes any suggestions for teacher improvement

Included in these categories are sub-topics which include:

* Lesson objective(s), lesson organization, clearly stated directions/procedures
* Classroom environment which includes maintaining a safe and nurturing atmosphere
* Professional responsibilities, use of effective teaching strategies, and strategies for the under-achieving student.
* Teacher performance such as maintaining a positive attitude, demonstration of proper supervision and control, and maintaining high expectations for students.
* Lesson summary which would include any suggestion for improvement

Each evaluation is for a full class period. In addition, a formal post-evaluation meeting is held with the teacher to discuss the results.

1. **EVALUATION SCHEDULING**

* Tenure teachers – One formal classroom observation
* Non-tenure teachers – Three formal classroom observation
* All faculty members receive a summative evaluation at the end of the year.

**SECTION 2 – EVALUATION OUTCOMES**

**LAFAYETTE TOWNSHIP SCHOOL**

**TEACHER EVALUATION RESULTS**

|  |  |  |
| --- | --- | --- |
| Number of teachers meeting the  District’s criteria for acceptable performance | Number of  teachers in the district | Percent of teachers in  district meeting  these criteria |
| **36** | **36** | **100%** |

**VICE-PRINCIPAL**

**LAFAYETTE TOWNSHIP SCHOOL**

**VICE PRINCIPAL EVALUATION SYSTEM FOR 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/vice-principals. The information presented below will help you understand Lafayette’s policies and procedures for evaluating vice-principals.

**Confidentiality Concerns:** To protect the confidentiality of individual evaluations, districts are not required to provide a district-level statistical summary of vice principal evaluation outcomes in those cases where there are fewer than 10 vice-principals in a district.

**SECTION I – DESCRIPTION OF EVALUATION SYSTEM**

1. The Lafayette Township School District uses a locally developed instrument to evaluate administrators. The evaluative tool includes the following criteria:

* Instructional Leadership – staff supervision and evaluation, staff accountability, curriculum coordination and technology
* Communication Skills – school and community relations, communication and problem solving.
* Administrative Duties – long and short-range planning, staff relations and attention to details and routine.
* Personal Characteristics – responsiveness to supervisory suggestions, professional knowledge and understanding, and professional growth and innovation

1. Non-tenured administrators are evaluated three times per year. Tenured administrators are evaluated through observation and one written evaluation.

**SECTION 2 – EVALUATION OUTCOMES TABLE**

**This District employs fewer than ten principals/vice-principals**