

# Montclair Board of Education

## Educator Evaluation Information

### Introduction:

The New Jersey Department of Education (NJDOE) has requested that all New Jersey school districts and charter schools provide information about their educator evaluation systems and certain aggregated evaluation data as part of the federal requirements for states receiving funds under Phase 2 of the State Fiscal Stabilization Fund (SFSF) Program via two surveys. The goal of the surveys is to enable State officials, parents, local educators and other stakeholders to measure their state's progress towards improving teacher and principal effectiveness and achieving equity in the distribution of effective teachers and principals. To protect the confidentiality of individual evaluations, districts are required to report summary data only and not individual names.

### Description of the Teacher Evaluation System.

The teacher evaluation system used to evaluate the effectiveness of all teachers in the school district is aligned primarily to the New Jersey Professional Standards for Teachers. Assessments of performance are aligned to:

1. Subject matter knowledge, 2. Human growth and development, 3. Diverse learners, 4. Instructional planning and strategies, 5. Assessment, 6. Learning environment, 7. Special needs, 8. Communication, 9. Collaboration and partnership, 10. Professional development, 11. Professional Responsibilities.

All teachers are assigned a primary evaluator but evaluations may include input from other administrative staff. Evaluations are aligned with NJDOE procedural requirements and include informal observations consisting of short classroom visits where feedback or suggestions may be given, formal observations which will occur at least once for tenured staff and three times for non-tenured staff, and a year end summative evaluation which is required by law. All non-tenured staff receive notice of contract renewals on or before May 15th as provided by New Jersey law.

### Teacher Evaluation Summary for 2009-10

School	Number Meeting Acceptable Standards	Number of Teachers	Percent Meeting Acceptable Standards
Bullock	30	32	93.8%
Bradford	35	35	100%
Edgemont	26	26	100%
Hillside	72	72	100%
Nishuane	52	53	98.0%
Northeast	37	37	100%
Watchung	36	37	97.3%
Glenfield	81	82	98.7%
Renaissance	26	27	96.3%
Mt. Hebron	72	73	98.6%
Montclair High School	197	200	98.5%

# Montclair Board of Education

## *Educator Evaluation Information*

### Description of the Principal Evaluation System

The evaluation system used mirrors the legal requirements of the system for teachers and is aligned primarily to the New Jersey Professional Standards for school leaders. Assessments of performance include: Administrative Skills, Collaboration/Vision and Communication, Instructional/School Leadership, effective Supervision and Evaluation and Professional Responsibilities .

The Superintendent of Schools evaluates all Principals directly, and all assistant principals are evaluated by their building principal. Evaluations consist of indirect feedback from the staff or community of the staff administrators effectiveness, formative observations which will occur at least once for tenured staff and three times for non-tenured staff, and an end of the year summative evaluation which is required by law. Also included are evidence of the support of the school community, effectiveness of teacher and other employee evaluations, school and student performance data, and other matters which may relate to the district and/or the superintendent expressed goals.

All non-tenured principals and assistant principals receive notice of contract renewals on or before May 15th as provided by New Jersey law.

### Principal and Assistant Principal Evaluation Summary

School	Number Meeting Acceptable Standards	Number of Principals & Assistants	Percent Meeting Acceptable Standards
All Schools District-wide	18	20	90%