

# **Irvington Public Schools: 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 Irvington Public School District'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 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.

## **Description of Principal Evaluation System**

The Superintendent of the Irvington Public School System in accordance with New Jersey Statutes, Title 18A:27-3.1 and district policy, File Code 3223, evaluates non tenured principals a minimum of 3 times annually and tenured principals at least twice annually. Evaluations include pre/post conferences and are based on New Jersey Professional Standards for School Leaders, Annual Yearly Progress of students as measured by standardized test results, the achievement of district goals/recommendations set by the Superintendent in previous evaluations. The evaluation process includes Formal Observations, review of Principal's Portfolios, Samples of the Principals Work, evidence of the completion of teacher evaluations and a written narrative addressing the strengths and weakness of the principal with recommendations for improvement. The Summative Evaluation (last one of the year) also includes a Professional Growth and Improvement Plan). At the end of the evaluation process, the Superintendent assigns a rating (Exceeds Expectation, Meets Expectations, Needs Improvement/Developing or Unsatisfactory) and during the Post Conference, the principal is provided with a written copy of the Evaluation (which included the rating) to read and sign. The Superintendent uses this process, in part, to determine if the mission of the district is being met and to identify individual/district professional development needs and to facilitate tenure/non renewal/increment withholding decisions.

**Irvington Public Schools: PRINCIPAL EVALUATION RESULTS  
SY 2009-2010**

**Evaluation Outcome Table**

<b>RATING CATEGORY (List from most accomplished to least accomplished)</b>	<b>Number of principals in district receiving this rating</b>	<b>Total number of principals in district</b>	<b>Percent of principals in district receiving this rating</b>
Exceeds Expectations	13	23	57%
Meets Expectations	6		26%
Needs Improvement/Developing	2		9%
Unsatisfactory	2		9%

*Note: Percentages rounded.*