

# **Irvington Public Schools: 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 the Irvington Public School District's policies and procedures for evaluating teachers and educational specialist 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.

## **Description of Teacher Evaluation System**

Principals and/or Content Area Supervisors, in accordance with New Jersey Statutes, Title 18A:27-3.1 and district policy, File Code 3223, are responsible for evaluating non tenured teachers a minimum of 3 times annually and tenured teachers at least twice annually. The evaluation process includes a pre evaluation conference prior to direct classroom observation followed by a full class period or a full lesson observation during which the evaluator shall record his/her observations on the district's Observation Form. Teachers receive a draft copy of the lesson observation 4 days prior to an evaluation conference. During the Evaluation Conference, the teacher is provided with a copy of the Evaluation Report to review and sign. The evaluation process includes a review of the teachers performance, progress toward the objectives set forth in the Professional Improvement Plan developed at the previous Summative Evaluation, pupil assessments and growth toward program objectives. At the end of the evaluation process, the Principal assigns a rating (Effective, Not Effective) to each of the Criteria/Indicators as follows: Instructional Planning Skills, Personal/Professional Development, Pupil Indicators of Progress, Instructional Skills, and Classroom Management/Environment). During the Post Conference, the teacher is provided with a written copy of the Evaluation (which includes the rating) to read and sign. The Principal uses this process to determine if the teacher is meeting the student achievement/growth expectations of the district, to identify individual professional development needs and to facilitate tenure/non renewal/increment withholding recommendations to the Superintendent.

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

**Evaluation Outcome Tables**

**AUGUSTA PRE-SCHOOL**

<b>RATING CATEGORY (List from most accomplished to least accomplished)</b>	<b>Number of teachers in this location receiving this rating</b>	<b>Total number of teachers in this location</b>	<b>Percent of teachers in this location receiving this rating</b>
Effective	25	26	100%
Non Effective			

**BERKELEY**

<b>RATING CATEGORY (List from most accomplished to least accomplished)</b>	<b>Number of teachers in this location receiving this rating</b>	<b>Total number of teachers in this location</b>	<b>Percent of teachers in this location receiving this rating</b>
Effective	50	52	100%
Non Effective			

**CHANCELLOR**

<b>RATING CATEGORY (List from most accomplished to least accomplished)</b>	<b>Number of teachers in this location receiving this rating</b>	<b>Total number of teachers in this location</b>	<b>Percent of teachers in this location receiving this rating</b>
Effective	35	38	100%
Non Effective			

**FLORENCE**

<b>RATING CATEGORY (List from most accomplished to least accomplished)</b>	<b>Number of teachers in this location receiving this rating</b>	<b>Total number of teachers in this location</b>	<b>Percent of teachers in this location receiving this rating</b>
Effective	43	46	100%
Non Effective			

**GROVE**

<b>RATING CATEGORY (List from most accomplished to least accomplished)</b>	<b>Number of teachers in this location receiving this rating</b>	<b>Total number of teachers in this location</b>	<b>Percent of teachers in this location receiving this rating</b>
Effective	23	26	100%
Non Effective			

**MADISON**

<b>RATING CATEGORY (List from most accomplished to least accomplished)</b>	<b>Number of teachers in this location receiving this rating</b>	<b>Total number of teachers in this location</b>	<b>Percent of teachers in this location receiving this rating</b>
Effective	30	33	100%
Non Effective			

**MT. VERNON**

<b>RATING CATEGORY (List from most accomplished to least accomplished)</b>	<b>Number of teachers in this location receiving this rating</b>	<b>Total number of teachers in this location</b>	<b>Percent of teachers in this location receiving this rating</b>
Effective	49	54	100%
Non Effective			

**THURGOOD**

<b>RATING CATEGORY (List from most accomplished to least accomplished)</b>	<b>Number of teachers in this location receiving this rating</b>	<b>Total number of teachers in this location</b>	<b>Percent of teachers in this location receiving this rating</b>
Effective	44	49	95.7%
Non Effective	2		4.3%

**UNIVERSITY ELEMENTARY**

<b>RATING CATEGORY (List from most accomplished to least accomplished)</b>	<b>Number of teachers in this location receiving this rating</b>	<b>Total number of teachers in this location</b>	<b>Percent of teachers in this location receiving this rating</b>
Effective	39	44	99.75%
Non Effective	1		.025%

**UNION AVENUE MIDDLE**

<b>RATING CATEGORY (List from most accomplished to least accomplished)</b>	<b>Number of teachers in this location receiving this rating</b>	<b>Total number of teachers in this location</b>	<b>Percent of teachers in this location receiving this rating</b>
Effective	81	87	100%
Non Effective			

**UNIVERSITY MIDDLE**

<b>RATING CATEGORY (List from most accomplished to least accomplished)</b>	<b>Number of teachers in this location receiving this rating</b>	<b>Total number of teachers in this location</b>	<b>Percent of teachers in this location receiving this rating</b>
Effective	61	65	100%
Non Effective			

**ALTERNATIVE HIGH SCHOOL**

<b>RATING CATEGORY (List from most accomplished to least accomplished)</b>	<b>Number of teachers in this location receiving this rating</b>	<b>Total number of teachers in this location</b>	<b>Percent of teachers in this location receiving this rating</b>
Effective	6	6	100%
Non Effective			

**HIGH SCHOOL**

<b>RATING CATEGORY (List from most accomplished to least accomplished)</b>	<b>Number of teachers in this location receiving this rating</b>	<b>Total number of teachers in this location</b>	<b>Percent of teachers in this location receiving this rating</b>
Effective	144	154	100%
Non Effective			

**DISTRICT DATA**

<b>RATING CATEGORY (List from most accomplished to least accomplished)</b>	<b>Number of teachers in this location receiving this rating</b>	<b>Total number of teachers in this location</b>	<b>Percent of teachers in this location receiving this rating</b>
Effective	684	687	99.5%
Non Effective	3		0.5%

*Note: Percentages rounded.*