

HASBROUCK HEIGHTS PUBLIC SCHOOLS
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“Community Values, Global Skills”

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Teacher Evaluation System
School Year 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 Hasbrouck Heights School District 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 or 10 principals in the 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.

Narrative

As per district policy (4115) and in accordance with N.J.S.A. 18A27-3.1 through 3.3, The Hasbrouck Heights Board of Education “believes that the effective evaluation of teaching staff is essential to the achievement of the educational goals of this district. The purpose of this evaluation shall be to promote professional excellence and improve the skills of teaching staff members; improve pupil learning and growth; and provide a basis for the review of staff performance.” From this policy, all administrators and teachers are evaluated for the purpose of maintaining instructional excellence for our students. Non-tenured teachers are observed and evaluated at least three times each school year; tenured teachers are observed and evaluated at least once each school year.

According to board policy, “criteria for evaluation must include but need not be limited to consideration of pupil progress, instructional skills, subject knowledge, professional conduct and growth; human relations skills; classroom management skills....The evaluation procedures shall provide continuous, constructive, cooperative interaction and communication between teaching staff member(s) and ...supervisor(s)/evaluator(s), thus ensuring a valid basis for performance review.” In School Year 2009-2010, administrators used formal observations, reviewed lesson plans, and individual professional plans (IPPs), to complete end-of-year summary evaluations for teachers.

The evaluation for teachers and principals consists of four sections: 1) Narrative description of the observed lesson or activity, 2) Commendations (“performance areas of strength”) about the lesson or activity, 3) Recommendations for improvement (“areas for improvement”), and 4) comments. The end-of-year summary has a “satisfactory” or “unsatisfactory” rating for teachers and principals.

2009-2010 Data

For School Year 2009-2010, all teachers in Hasbrouck Heights School District (130/100% teachers) met the district criteria of “satisfactory” on their end-of-year summary reports. See the data tables.

Teachers

Lincoln School

Rating	# teachers receiving this rating	Total # of teachers	% teachers receiving this rating
SATISFACTORY	27	27	100%
UNSATISFACTORY	0	0	0

Euclid School

Rating	# teachers receiving this rating	Total # of teachers	% teachers receiving this rating
SATISFACTORY	26	26	100%
UNSATISFACTORY	0	0	0

Hasbrouck Heights High School/Middle School

Rating	# teachers receiving this rating	Total # of teachers	% teachers receiving this rating
SATISFACTORY	77	77	100%
UNSATISFACTORY	0	0	0

Principal Evaluation System School Year 2009-2010

Introduction

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Narrative

As per district policy (2400), The Hasbrouck Heights Board of Education believes, "The continuing evaluation of tenured administrative staff members is necessary to enable the board to monitor the effectiveness and competence of such staff members and to assist them in the improvement of their professional performance....The board directs that evaluations of all tenured administrative personnel be performed at least annually and non-tenured three times annually as per law." Administrators are evaluated for the purpose of maintaining the safety and security and the excellence of academic and extracurricular programs for our students.

According to board policy, criteria for evaluation includes but is not limited to consideration of state-mandated testing data, curricula, instructional programs, building maintenance, and the culture and climate of the school. In School Year 2009-2010, the superintendent used formal observations to complete end-of-year summary evaluations for each principal.

Since there are fewer than 10 principals in Hasbrouck Heights, to protect confidentiality, there is no data provided for principal evaluations.