

INTRODUCTION

As part of 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 Ringwood School District's policies and procedures for evaluating principals, assistant principals, teachers and educational specialists such as librarians and counselors.

DESCRIPTION OF THE PRINCIPAL EVALUATION PROCEDURE

Tenured principals receive an evaluation once a year; non-tenured three times a year. Evidence used in preparing an evaluation derives from observation and visits; communication with the school community; documentation of completed teacher evaluations, evaluator narratives and conferences, student achievement outcomes or student growth, and performance aligned to district goals. A principal's annual summative performance evaluation is in the form of a written narrative.

As a result of the evaluation, the district plans professional development opportunities; inform tenure decisions; inform recommendations for continued employment; inform selection of principals for specific roles or duties; inform principal placements, and inform decisions on principal awards or recognitions.

DESCRIPTION OF THE TEACHER EVALUATION PROCEDURE

Tenured teachers receive a formal evaluation once per school year, and non-tenured teachers receive three. These evaluations are based on the New Jersey Professional Standards for Teachers.

The formal teacher evaluation process includes a formal observation; walk-through observations; Pre and post observation conferences; teacher work samples (i.e. lesson plans); the teacher's professional development plan and the progress in completing required professional development hours.

As a result of the teacher evaluation system, teachers receive professional development opportunities, and are informed of tenure decisions, compensation decisions, and recommendations for continued employment, selection for specific roles and duties, placement decisions and decisions on teacher awards or recognitions.

Annual summative performance evaluations are given in the form of a written narrative and a single rating or level is given.

PETER COOPER SCHOOL TEACHER EVALUATION RESULTS

RATING CATEGORY	NUMBER RECEIVING THIS RATING	TOTAL NUMBER OF TEACHERS IN SCHOOL	PERCENT OF TEACHERS RECEIVING THIS RATING
OUTSTANDING	22	31	71
HIGH QUALITY	9	31	29
ACCEPTABLE	0	31	0
LESS THAN ADEQUATE	0	31	0
UNACCEPTABLE	0	31	0

ROBERT ERSKINE SCHOOL TEACHER EVALUATION RESULTS

RATING CATEGORY	NUMBER RECEIVING THIS RATING	TOTAL NUMBER OF TEACHERS IN SCHOOL	PERCENT OF TEACHERS RECEIVING THIS RATING
OUTSTANDING	21	21	100
HIGH QUALITY	0	21	0
ACCEPTABLE	0	21	0
LESS THAN ADEQUATE	0	21	0
UNACCEPTABLE	0	21	0

E. G. HEWITT SCHOOL TEACHER EVALUATION RESULTS

RATING CATEGORY	NUMBER RECEIVING THIS RATING	TOTAL NUMBER OF TEACHERS IN SCHOOL	PERCENT OF TEACHERS RECEIVING THIS RATING
OUTSTANDING	19	27	70.4
HIGH QUALITY	8	27	29.6
ACCEPTABLE	0	27	0
LESS THAN ADEQUATE	0	27	0
UNACCEPTABLE	0	27	0

M. J. RYERSON SCHOOL TEACHER EVALUATION RESULTS

RATING CATEGORY	NUMBER RECEIVING THIS RATING	TOTAL NUMBER OF TEACHERS IN SCHOOL	PERCENT OF TEACHERS RECEIVING THIS RATING
OUTSTANDING	29	35	82.9
HIGH QUALITY	6	35	17.1
ACCEPTABLE	0	35	0
LESS THAN ADEQUATE	0	35	0
UNACCEPTABLE	0	35	0

DISTRICT RESULTS

RATING CATEGORY	NUMBER RECEIVING THIS RATING	TOTAL NUMBER OF TEACHERS IN DISTRICT	PERCENT OF TEACHERS RECEIVING THIS RATING
OUTSTANDING	91	114	79.8
HIGH QUALITY	23	114	20.2
ACCEPTABLE	0	114	0
LESS THAN ADEQUATE	0	114	0
UNACCEPTABLE	0	114	0

PRINCIPAL EVALUATION RESULTS

To protect confidentiality, these results are not posted due to the fact that
The Ringwood School District has fewer than ten (10) principals.