

Rutherford Board of Education: Principal Evaluation System SY 2011 – 2012

Introduction

As part of the federal requirement 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.

Explanation Why Principal Evaluation Table is NOT Posted

To protect the confidentiality of individual evaluations, districts are not required to provide a district-level statistical summary of principal evaluation outcomes in those cases where there are fewer than ten principals in a district. *The Rutherford Public School District employs fewer than ten principals; therefore, due to confidentiality concerns, the district does not post a district-level statistical summary of principal evaluation outcomes.*

Section 1. Description of Principal Evaluation System

Principals in the Rutherford Public Schools are evaluated by the district's superintendent. The district superintendent evaluates the following areas of a principal's performance responsibilities, as well as monitoring student achievement: instruction, student services, professional personnel, business/operations, community/parent relations, and overall performance. The superintendent completes a narrative on each of these areas. The superintendent considers formal observations and visits, the principal's work portfolio, school climate indicators, the principal's self-evaluation, the principal's communications with the school community, documentation of completed teacher evaluations, and how the principal's performance aligns to district goals. The evaluation process includes a review of student achievement outcomes and student growth data and an evaluation conference.

The results of the principal evaluation system are used to plan professional development opportunities, to inform tenure decisions, to determine the selection of principals for specific roles or duties, to inform principal placements, and to improve a principal's Professional Growth Plan.

Tenured and non-tenured principals are evaluated with the same evaluation tool. Tenured principals are evaluated annually; non-tenured principals are evaluated three times per year.