

## Rutherford Board of Education: Teacher Evaluation System SY 2011 – 2012

### Introduction

As part of the federal requirement for states' receiving funding under Phase 2 of the State Fiscal Stabilization Program, all school districts in New Jersey are providing information to the public on the procedures they use to evaluate teachers and principals.

### Section 1. Description of Teacher Evaluation System

Teachers in the Rutherford Public Schools are evaluated by certified administrators. They are evaluated for the following performance indicators: goals and objectives, planning and preparation, instruction/preparation/methodology, classroom climate, and student progress. The administrator also completes a comment section for each of these indicators. Each of these headings has specific descriptors on which a teacher is rated. The ratings are meets or exceeds expectations, needs improvement, or not applicable.

The evaluation process includes formal observation, the teacher's work portfolio, walk-through observations, pre- and post-observation conferences, teacher work samples, an evaluation of the teacher's Professional Development Plan, progress in completing professional development hours and a narrative, as well as a review of student achievement outcomes and student growth data.

The results gained from the teacher evaluation system are used to plan professional development opportunities, to improve a teacher's Professional Development Plan, to determine the selection of teachers for specific roles or duties, and to inform teacher placement decisions.

Tenured and non-tenured teachers are evaluated with the same evaluation tool. Tenured teachers are evaluated annually; non-tenured teachers are evaluated more than four times each year.