

Old Tappan Public School District's Educator Evaluation Model - 2009-2010 School Year

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 Old Tappan Public School District's policies and procedures for evaluating teachers and educational specialists such as librarians and counselors.

Section 1

At the beginning of each school year begins, every educator is required to establish instructional goals for the school year. This is part of that individual's Professional Development Plan. These goals are reviewed with the teacher's supervisor. At that review, the goals may be modified, added to or deleted. District goals, if different, are also added to the list.

The district's evaluation process is based the Northern Valley Schools Office of Curriculum and Instruction's Instructional-Supervisory Model developed by teams of teachers and administrators who worked collaboratively to research, discuss, and write teacher competencies and indicators. This work was strongly influenced by the work of Charlotte Danielson, Madeline Hunter, and Robert Marzano. The model identifies four critical domains: Planning and Preparation, Classroom Environment, Instructional Effectiveness, and Professional Responsibilities.

The district uses a variety of feedback mechanisms to evaluate each educator based on his/her performance within the domains. These include classroom observations, teacher and student work samples, teacher self-reflections, pre and post conferencing, and other relevant information. Tenured teachers are evaluated a minimum of one time a year, and non-tenured teachers are evaluated a minimum of three times per year.

Section 2

The educator's Summary Evaluation Report addresses the major domains outline above through written evaluation comments.

Old Tappan Public School District: Teacher Evaluation Results School Year 2009-2010

Number of teachers meeting district's criteria for acceptable performance	Number of teachers in the district	Percent of teachers in the district meeting district criteria
77	78	98%

T. Baldwin Demarest Elementary School: Teacher Evaluation Results
School Year 2009-2010

Number of teachers meeting district's criteria for acceptable performance	Number of teachers in the school	Percent of teachers in the school meeting district criteria
37	37	100%

Charles DeWolf Middle School: Teacher Evaluation Results
School Year 2009-2010

Number of teachers meeting district's criteria for acceptable performance	Number of teachers in the school	Percent of teachers in the school meeting district criteria
36	37	97%