

Old Tappan Public School District's Principal 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 principals.

Section 1

The Old Tappan School District's principals are evaluated in accordance with state laws and regulations and Old Tappan Board of Education policies and regulations. Principal evaluations reference the New Jersey Professional Standards for School Leaders and the Northern Valley Schools Office of Curriculum and Instruction's Instructional-Supervisory Model developed by teams of teachers and administrators.

The following are used as evidence of principal's performance: Work samples, school climate indicators, leadership self-assessments, school and community communications; student performance outcomes; completed teacher evaluations; and school-level goal setting, progress, and completion reporting. Evaluations are narrative and include opportunities for pre and post conferencing. The narratives include comments, commendations, recommendations, evaluations of goals progress and completion, and a summative statement. Tenured principals are evaluated a minimum of one time per year and non-tenured principals are evaluated a minimum of three times per year.

The Old Tappan Public School District believes that the evaluation of principals is critical to the success of the school and the district. There are multiple issues that enter into the evaluation process. While some criteria are tangible (student test scores and discipline records), other important areas are less so (school culture, school climate, student and staff morale).

Section 2

The educator's Summary Evaluation Report addresses the major domains outline above through written evaluation comments. During the 2009-2010 school year, the Old Tappan Public School District employed only two principals, hence for confidentiality reasons no data is supplied.