

# **Gloucester City School District Teacher Evaluation System (2009-2010 School Year)**

## **Introduction**

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 Gloucester City School District's policies and procedures for evaluating teachers and educational specialists such as librarians and counselors.

Confidentiality concerns: To protect the confidentiality of individual evaluations, districts are not required to provide a district-level statistical summary of teacher evaluation outcomes in those cases where there are fewer than 10 teachers in an entire district. Similarly, districts are not required to provide a school-level statistical summary of teacher evaluation outcomes if there are fewer than 10 teachers in a school.

## **Section 1. Description of Teacher Evaluation System**

### **A. Overview of Process**

Gloucester City School District utilizes two instruments as components of our teacher evaluation system. These instruments include the Teacher Observation Report and the Teacher Evaluation Report. In addition, each teacher also completes, working in conjunction with a building administrator a Professional Development Plan. Both the Observation and Evaluation Reports include both narrative and rating scale components.

The teacher's annual summative performance evaluation is comprised of a narrative review of the teacher's performance and overall contributions to the district.

The districts formal teacher evaluation system is based on the New Jersey Professional Standards for Teachers, and draws upon the conceptual frameworks of Robert Marzano's Nine Essential Instructional Strategies and Madeline Hunter's Direct Instruction Model.

### **B. Non-tenured and Tenured Teacher Evaluation Process**

Tenured teachers are formally observed once a year and receive an end of year evaluation. Non-tenured teachers are formally observed a minimum of three times a year and receive an end of year evaluation. In addition, first year, non-

tenured, teachers are mentored, participate in conferences with building administrators, and are evaluated using the DOE 10, 20, and 30 week evaluations.

As part of the end of year evaluative process, a Professional Development Plan is developed by both tenured and non-tenured staff. Forms used for these evaluations include a Teacher Observation Report and a Teacher Evaluation Report.

Informal walk-through observations occur throughout the year.

C. Other information

Gloucester City School District uses the results from our teacher evaluation system to plan professional development opportunities, to inform teacher’s individual Professional Development Plans, to inform teacher placement decisions, to inform tenure decisions, and to inform recommendations for continued employment.

Section 2. Evaluation Outcomes Tables

Gloucester City School District: Teacher Evaluation Results  
2009-2010 School Year

<b>Number of teachers meeting the district’s criteria for acceptable performance</b>	<b>Number of teachers in district</b>	<b>Percent of teachers in district meeting these criteria</b>
225	229	98%

Gloucester City Jr./Sr. High School: Teacher Evaluation Results  
2009-2010 School Year

<b>Number of teachers meeting the district’s criteria for acceptable performance</b>	<b>Number of teachers in school</b>	<b>Percent of teachers in district meeting these criteria</b>
90	93	96.7%

Mary Ethel Costello Middle School: Teacher Evaluation Results  
2009-2010 School Year

<b>Number of teachers meeting the district's criteria for acceptable performance</b>	<b>Number of teachers in school</b>	<b>Percent of teachers in district meeting these criteria</b>
44	45	97.7%

Cold Spring School: Teacher Evaluation Results  
2009-2010 School Year

<b>Number of teachers meeting the district's criteria for acceptable performance</b>	<b>Number of teachers in school</b>	<b>Percent of teachers in district meeting these criteria</b>
91	91	100%