

ORADELL SCHOOL DISTRICT'S TEACHER EVALUATION SYSTEM
SY2009-2010

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 Oradell's Policies and procedures for evaluating teachers.

Section 1. Description of Teacher Evaluation System

The Oradell Public School's administrative team evaluates the faculty and staff on a formative and summative basis throughout the school year to ensure that meaningful learning activities take place on a continuing basis. Formal and informal observations are conducted on a day to day basis to document professional growth and to make suggestions as appropriate. Tenured faculty members receive at least one formal observation report each year as well as a summative evaluation which assesses performance across a range of critical professional domains. Non-tenured faculty members are observed at least three times throughout the course of the year on a formal basis and also receive a summative evaluation as described. The administrative team routinely meets with the staff on a formal and informal basis to discuss student performance and classroom strategies and techniques. They also utilize this time to give suggestions to improve the teaching and learning process in the classroom. The goal of the entire evaluation process is to provide meaningful feedback to faculty members, shape professional practice and to advance the development and achievement of students. Faculty members also submit lesson plans through the weekly submission of their plan books which are reviewed by the building level administrative team as yet another means of assessing professional performances and enhancing student performance.

The evaluations of faculty and staff members are utilized in shaping district sponsored professional growth activities. Any professional development opportunities which are offered by the district must have a direct link to the classroom and the educational process taking place there. The evaluations also serve as a basis for making employment and tenure decisions as appropriate. As noted, the common denominator in all professional assessment practice is to ensure that student growth and achievement is maximized.

The chart below delineates the status of all teacher evaluations in the school district for the 2009-2010. The district teachers all achieved an acceptable rating in the evaluation tool used by the district to assess their performance.

ORADELL SCHOOL DISTRICT: TEACHER EVALUATION RESULTS
SY 2009-2010

Number of teachers meeting the district's criteria for acceptable performance	Number of teachers in the district	Percent of teachers in district meeting criteria
71	71	100%

