

BOONTON TOWNSHIP SCHOOL DISTRICT TEACHER EVALUATION SYSTEM

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 Boonton Township'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.

About the Boonton Township Teacher Evaluation System

Boonton Township School District meets or exceeds the number of minutes of observation and evaluation required by the State Department of Education. Our evaluation system is based on the following conceptual frameworks: New Jersey Professional Standards for Teachers and the Kim Marshall Teacher Evaluation Rubric. The evidence used by administrators in the formal teacher evaluation process includes formal observations, walk-through observations, pre and/or post observation conferences, teacher work samples (i.e., lesson plans, student writing folders), professional development and growth plans, self-evaluation and evaluator narrative.

The results from teachers' evaluations are used to plan professional development opportunities and to create a teacher's Professional Development Plan. Teacher evaluations are also used by administration to make recommendations to the Board for continued employment and tenure decisions, and for placement purposes. Teacher observations are completed in a narrative format, while the summative performance evaluation is a combination of rating scales and a narrative.

School Year 2014-2015 Teacher Evaluation Results

Number of teachers meeting the district's criteria for acceptable performance:	Number of teachers in district:	Percent of teachers in district meeting these criteria:
45	46	98%

BOONTON TOWNSHIP SCHOOL DISTRICT PRINCIPAL EVALUATION SYSTEM

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 Boonton Township's policies and procedures for evaluating principals and assistant principals.

Confidentiality concerns: To protect the confidentiality of individual evaluations, *districts are not required to provide a district-level statistical summary of principal evaluation outcomes in those cases where there are fewer than 10 principals in a district.*

About the Boonton Township Principal/Assistant Principal Evaluation System

The Boonton Township School District requires tenured and non-tenured principals/assistant principals to be evaluated as a means of assessing their educational leadership. Formative evaluations and consultations are conducted on an ongoing basis. However, principals/assistant principals receive a formal evaluation annually (except the Superintendent/Principal, who is evaluated by the Board of Education). Our evaluation system is based on the New Jersey Professional Standards for School Leaders.

The evaluation process includes observation, work portfolios, school climate indicators, self-evaluations, work samples, student growth and behavior, documentation of completed projects and initiatives, documentation of completed teacher evaluations, and performance criteria aligned to district goals. Leadership skills are reported in a narrative.

The results from the principal/assistant principal evaluations are used to plan professional development, to inform a Professional growth Plan, to inform tenure decisions, to inform compensation decisions, and to inform continued employment.

Since the Boonton Township School District has less than 10 Principals/Assistant Principals, Principal Evaluation Results are not posted in order to protect confidentiality. This is as directed by the new Jersey Department of Education.