

**RIVER DELL REGIONAL SCHOOL DISTRICT
TEACHER EVALUATION SYSTEM
SY 2009-2010**

As part of the federal requirements for states receiving funding under Phase 2 of the State Fiscal Stabilization 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 River Dell Regional Schools' policies and procedures for evaluating teachers, principals 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 ten (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 ten (10) teachers in a school. As both River Dell Middle and High School exceed these limits, summaries are presented below for each school.

Description of Teacher Evaluation System

Rooted in the New Jersey Professional Standards for Teachers, the River Dell Regional School District's program of evaluation of non-tenured teaching staff members shall include the observation and evaluation of each such employee in the performance of his or her duties, by an appropriate supervisor, a minimum of four (4) times during each school year. Tenured staff members shall be observed and evaluated a minimum of two (2) times per school year. The number of required observations and evaluations may be increased when an individual teaching staff member's performance warrants additional review. Each evaluation shall be followed by a conference between the teaching staff member and his or her superior or supervision(s). The purpose of the observation and evaluation of non-tenured teaching staff members is to support professional competence, identify areas of strength and deficiency, extend assistance for the correction of any deficiencies, plan professional development opportunities, provide a basis for recommendations regarding reemployment, inform compensation and tenure decisions, inform decisions about the selection of teachers for specific roles, growth opportunities, awards and recognitions and improve the quality of instruction received by the pupils served by the school(s) in the district.

Data on performance may be collected through observation, interviews, previous performance reports and review of current records bearing on job performance. The methods selected are appropriate to the criteria being employed and the responsibilities being evaluated.

**River Dell Regional High School: Teacher Evaluation Results
SY 2009-2010**

Number of teachers meeting the district's criteria for acceptable performance	Number of teachers in the high school	Percent of teachers in the high school meeting these criteria
84	86	97.7

**River Dell Middle School: Teacher Evaluation Results
SY 2009-2010**

Number of teachers meeting the district's criteria for acceptable performance	Number of teachers in the middle school	Percent of teachers in the middle school meeting these criteria
51	51	100

**RIVER DELL REGIONAL SCHOOL DISTRICT
ADMINISTRATOR EVALUATION SYSTEM
SY 2009-2010**

As part of the federal requirements for states receiving funding under Phase 2 of the State Fiscal Stabilization 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 River Dell Regional Schools' policies and procedures for principals, assistant principals and other administrative positions.

Confidentiality concerns: To protect the confidentiality of individual evaluations, districts are not required to provide a district-level statistical summary of teacher or principal evaluation outcomes in those cases where there are fewer than ten (10) principals in a district. Since River Dell employs fewer than ten (10) principals, the entire administrative team is included in the chart below.

Description of Administrator Evaluation System

Rooted in the New Jersey Professional Standards for School Leaders, the River Dell Regional School District's program of continuing evaluation of principals, assistant principals and other administrative staff is essential to the achievement of the educational goals of this district.

Tenured and non-tenured principals, assistant principals and other administrative staff are evaluated in order to promote their professional excellence and identify strengths as well as areas of deficiency, to remediate any deficiency, to plan professional development opportunities, to develop a comprehensive and meaningful Professional Growth Plan, to enhance public learning, to inform recommendations related to compensation, continued employment, the granting of tenure, commendations and awards as well as to generally provide a basis for the review of administrative performance.

Each tenured administrator is evaluated annually by an appropriately certified and trained administrator through the monitoring of a Professional Growth Plan. Each non-tenured administrator is evaluated a minimum of four times annually by an appropriately certified and trained administrator. The collection and reporting of evaluation data are appropriate to the job description and evaluation criteria, and often include observations of the administrator's performance and a review of available indicators of pupil progress and growth.

**River Dell Regional School District: Administrator Evaluation Results
SY 2009-2010**

Number of administrators meeting the district's criteria for acceptable performance.	Number of administrators in the district	Percent of administrators in district meeting these criteria
13	13	100