

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

Description of Teacher Evaluation System

The teacher evaluation system used to evaluate the effectiveness of all teachers in the school district is aligned to the rubrics created by educational researcher, Charlotte Danielson and the New Jersey Professional Standards for Teachers. All teachers are evaluated in four major areas: Planning and Preparation, Classroom Environment, Instruction, and Professional Responsibility. Included in these areas are descriptors that demonstrate knowledge of content and pedagogy, knowledge of students and their abilities and achievements, classroom environment and class management, communications skills, contributions to the school and district, and demonstrations of growth as a professional educator.

The district's evaluation process is tiered. All non-tenured teachers are observed by building and/or district administrators, at minimum, three times during the school year. The observations can be announced, or unannounced. Each observation is followed by a post conference meeting to discuss the evaluator's comments. All tenured teachers are observed, at minimum, once a year and receive an annual summative evaluation at the end of the school year.

The yearly final evaluation includes evidence collected from teachers, walk-through observations, yearly professional development plans, self-reflection, attendance rates, accrued professional development, an administrator's narrative and a professional growth plan for the upcoming school year. The purpose of the annual summative evaluation is to promote professional excellence and improve the skills of teaching staff members; improve pupil learning and growth consistent with the Core Curriculum Standards, reflect on the standards of professionalism, and provide a basis for the review of performance of teaching staff members.

GLOUCESTER COUNTY SPECIAL SERVICES SCHOOL DISTRICT 2009-2010

School	Number of Teachers Meeting the District's Criteria for Acceptable Performance	Number of Teachers in School	Percent of Teachers in District Meeting these Criteria
Bankbridge Development Center	36	36	100%
Bankbridge Regional School	53	53	100%
Bankbridge Elementary School	27	27	100%
Alternative School	7	7	100%