

NORTH HUNTERDON-VOORHEES REGIONAL HIGH SCHOOL DISTRICT'S
TEACHER EVALUATION SYSTEM
SY 2009-2010

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 the North Hunterdon-Voorhees Regional High 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, The North Hunterdon-Voorhees Regional High School District is not required to provide a district-level statistical summary of teacher evaluation outcomes in those cases where there are fewer than 10 teachers in the entire district. The North Hunterdon-Voorhees Regional High School District has more than 10 teachers in the entire district. Similarly, The North Hunterdon-Voorhees Regional High School District is not required to provide a school-level statistical summary of teacher evaluation outcomes if there are fewer than 10 teachers in a school. The North Hunterdon-Voorhees Regional High School District has more than 10 teachers in each high school.

Section 1. Description of Teacher Evaluation System

The purpose of a program of evaluation will be to promote professional excellence and improve the skills of teaching staff members, improve pupil learning and growth and provide a basis for the review of teaching staff member performance. The Board will provide leadership, adequate resources for supervision and professional development, time for the proper conduct of evaluations and time for in-service training.

All evaluative procedures shall include a review of each teacher's progress toward achievement of the state-required goal of 100 clock hours of professional development every five years. Evaluative procedures shall recognize that the purpose of this goal is to assist teaching staff in obtaining and maintaining the knowledge and skills essential to student achievement of the state's Core Curriculum Content Standards. Procedures are in place for the following:

1. The collection and reporting of data that is appropriate to the job description and includes as a minimum the observation of classroom instruction;

2. Observation conferences between the teaching staff member and the evaluating supervisor;
3. The preparations of individual professional improvement plans that include specific guidance to the teacher on activities that would contribute to his/her obtaining and maintaining the knowledge and skills essential to student achievement of the state's Core Curriculum Content Standards;
4. The preparation by the supervisor of an annual written performance report, which shall include the teaching staff member's performance areas of strength and weakness, an individual professional improvement plan developed by the member and the supervisor, and a summary of the results of formal and informal assessments of the member's pupils along with a statement as to how these pupil indicators relate to the effectiveness of the overall program and to the member's performance;
5. The conduct of an annual summary conference between the supervisor and the member that will include a review of the member's performance, progress toward the objectives set forth in the professional improvement plan developed at the previous annual conference, pupil assessments and growth toward program objectives and the written performance report prepared by the supervisor; and
6. The signing of the annual written performance report within five working days of the annual summary conference and the provision that the member may, within ten working days of the signing of the report, augment the report with additional performance data.

Each tenured staff member shall be evaluated annually by appropriately certified and trained administrators or supervisors. Non-tenured teaching staff members shall be observed and evaluated at no fewer than three times annually and once each semester by appropriately certified and trained administrators and supervisors.

Supervisors shall make every effort to assist teaching staff members in the remediation of deficiencies disclosed by observation and evaluation and may conduct additional observations and evaluations of employees who are inexperienced or marginally competent.

Section 2. Evaluation Outcomes Tables

NORTH HUNTERDON-VOORHEES REGIONAL HIGH SCHOOL DISTRICT 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 these criteria
272.4	273.4	99.6%

NORTH HUNTERDON HIGH SCHOOL 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 these criteria
160	160	100%

VOORHEES HIGH SCHOOL 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 these criteria
112.4	113.4	99.1%