

PRINCIPALS

MIDDLE TOWNSHIP PUBLIC SCHOOL'S PRINCIPAL 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 Middle Township Public School'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 principal evaluation outcomes in those cases where there are fewer than 10 principals in an entire district.

Section 1. Description of Principal Evaluation System

- A. Middle Township Public School's Principal Evaluation System is aligned with performance responsibilities in the job description. The principal's primary goals are to provide leadership and managerial oversight to the instructional program, and school operations, and to ensure a school climate that fosters the educational development of each student. Principals are required to establish building goals that reflect the values and mission of the district. Within the evaluation format, principals provide a goal, objective, or activity that they have successfully achieved for each of the 26 listed performance responsibilities. The evaluation is completed in a self-reflective narrative format. A post conference is held with the Superintendent of Schools.

Documentation of evidence in the principal's evaluation process includes letters of communication with the school community, completed teacher evaluations and conferences, meeting agendas and minutes, and participation in professional development opportunities. The results of the principal evaluation system are used to inform the principal's professional growth plan. In addition, the system informs the selection of specific roles and duties, principal placements, and recommendations for continued employment.

- B. The evaluation process is completed once per year for tenured and three times per year for non-tenured principals.
- C. Our principals are evaluated equitably, and in a timely manner. All components of the evaluation system are maintained in Middle Township Public School's central office.

Section 2. Evaluation Outcomes Tables

The Middle Township Public School District does not assign a single, overall rating or level on a scale for a principal's annual summative evaluation. Furthermore, we had only nine principals employed in our district during the 2009-2010 school year.