

**KINGWOOD TOWNSHIP SCHOOL'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 [Name of 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, 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.

**Section 1. Description of Teacher Evaluation System**

- A. The Kingwood evaluation system determines teacher effectiveness through 5 domains:
- Preparation- Determines if the teacher is prepared to the lesson.
  - Components of the Lesson- Evaluates if the lesson includes an objective and a system to convey the information
  - Instructional Performance- Observes the teachers ability to engage the students
  - Assessment and Feedback to Students- Evaluates if the students understood the lesson.
  - Classroom Management: Evaluates the engagement of the students.
  - Recommendations- Indicates areas that are in need of improvement

Before a lesson is observed, the staff must submit a copy of their lesson plans. The observer uses the plans to develop an understanding of the lesson. Next, the observer observes an entire lesson, no less than 30 minutes. During the observation, comments and anecdotal notes are recorded. The process ends with a conference with the teacher and the observer.

- B. Tenured staff members are provided with feedback through observations, walk-through, and annual evaluations once a year. Non-tenured staff members follow the aforementioned process, however, they are observed three times a year.

**Section 2. Evaluation Outcomes Tables --**

**TEACHER EVALUATION RESULTS  
SY 2009-2010**

Number of teachers meeting the district's criteria for	Number of teachers in district	Percent of teachers in district meeting these
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acceptable performance		criteria
46	46	100%

**TEMPLATE 2: PRINCIPALS**

**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 [Name of District]’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.

**Section 1. Description of Principal Evaluation System --**

- A. The effectiveness of the principal is determined through a performance responsibility checklist. The checklist evaluates the principal’s ability to lead, develop curriculum, observe the staff, scheduling, discipline, and school activities. The evaluation process includes a conference with the superintendent.

**PRINCIPAL EVALUATION RESULTS  
SY 2009-2010**

Number of teachers meeting the district’s criteria for acceptable performance	Number of teachers in district	Percent of teachers in district meeting these criteria
1	1	100%