

## Educator Evaluation Information 10-11

As part of 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 West Windsor-Plainsboro Regional School District's policies and procedures for evaluating principals.

### Description of the Teacher Evaluation System

The West Windsor-Plainsboro Regional School District's evaluation model is based on Charlotte Danielson's Framework for Professional Practice. The framework identifies four critical domains: Planning and Preparation, Classroom Environment, Instruction and Professional Responsibilities of effective teaching. Administrators evaluate each educator based on performance within these domains through conversations and pre and post conferences, observations, work samples, teacher reflections, and other artifacts as relevant to the individual. Tenured teachers are evaluated twice a year while non-tenured teachers are evaluated four times a year. All evaluations use language from district rubrics to encourage cooperative professional development and to ensure fair and consistent levels of accountability for all educational professionals. Multiple measures of assessment enable the district to assemble a range of evidence upon which to make decisions about efficacy, and to ensure that student learning is at the center of those decisions.

The West Windsor-Plainsboro Regional School District constantly focuses on student performance, and we use this information to inform instruction. Teachers are evaluated on their ability to create and use performance data to inform instruction, but they are not evaluated based on the results of external performance scores (including NJASK and HSPA). The students of the West Windsor-Plainsboro Regional School District are consistently among the highest performing students anywhere in the State of New Jersey which supports our teachers consistent use of formative assessment to move each student forward. As a district, we are constantly evaluating external data and set content, level, building, and district goals based on these analyses.

### West Windsor-Plainsboro Regional School District: Teacher Evaluation Results SY 2010-2011

School (Grade Span)	Number of teachers meeting the district's criteria	Number of teachers in school	Percent of teachers in district meeting acceptable criteria
Dutch Neck (K-3)	62	62	100%
Maurice Hawk (K-3)	57	58	98.3%
Town Center (K-3)	53	53	100%
Wicoff School (K-3)	39	39	100%

Millstone River School (4-5)	80	80	100%
Village School (4-5)	53	54	98.1%
Community Middle School (6-8)	119	123	96.7%
Thomas Grover Middle School (6-8)	106	107	99.1%
High School North (9-12)	140	141	99.3%
High School South (9-12)	131	132	99.2%

### Description of the Principal Evaluation System

In the West Windsor-Plainsboro Regional School District, principals are evaluated in accordance with state laws and regulations, as well as Board policy and regulations. Principal evaluations reference the New Jersey Professional Standards for School Leaders and are based on the Interstate School Leaders and Licensure Consortium Standards for Educational Leadership.

Evaluations are narrative and include opportunities for pre and post conferencing. The narrative includes comments, commendations, recommendations, goals-progress and completion, and a summative statement. Performance evaluation is informed through the written paragraphs and includes specific, as well as summative performance evaluation. Tenured Principals are evaluated formally once a year while non-tenured principals are evaluated three times a year. The district has a defined process for goal setting, beginning with an analysis of student performance on both internal (district created) and external (I.e. NJASK or HSPA) assessments. Analysis leads to the establishment of district and then building goals that principals include in their growth plans. These goals are used as a means of measurement in evaluations of principals.

Results inform the following areas: professional development, individual Professional Growth Plans, tenure decisions, recommendation for continued employment, selection of specific roles or duties, and principal placements.

The West Windsor-Plainsboro Regional School District believes that the evaluation of a principal is a critical to the success of our students. School leaders face a myriad of interconnected issues and that by evaluating them carefully the district ensures the continued employment and growth of only the most effective educational leaders. Some of the criteria such as student discipline records and test scores are much more tangible than other items which include climate and culture in the school, along with staff and student morale. As with teachers, students of the West Windsor-Plainsboro Regional School District are consistently among the highest performing students anywhere in the State of New Jersey. This data

is not used directly to evaluate a principal, but is again always used to review performance and establish building and individual goals.

Number of principals meeting the district's criteria for acceptable performance*	Number of principals in school	Percent of principals in district meeting these criteria
23	23	100%

\*This includes principals and assistant principals.