



KINNELON PUBLIC SCHOOLS

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Teacher Evaluation System

As of fall 2010, all New Jersey school districts and charter schools are required to provide information about their educator evaluation systems and certain aggregated evaluation data as part of the federal requirements for states receiving funds under Phase 2 of the State Fiscal Stabilization Fund (SFSF) Program.

“Accomplished teaching involves making difficult and principled choices, exercising careful judgment, and honoring the complex nature of the educational mission.”

-National Board for Professional Teaching Standards

The goal is to enable State officials, parents, local educators and other stakeholders to measure their state’s progress towards improving teacher and principal effectiveness and achieving equity in the distribution of effective teachers and principals. States are required to collect, publish and analyze information about how local education agencies (LEAs) evaluate teacher and principal effectiveness and distribute their highly qualified and effective teachers among schools. Educator evaluation system information will henceforth be collected on a yearly basis and all districts must provide public access to this information by posting it on their websites.

The Kinnelon Public Schools District acknowledges the importance of describing the knowledge, skills and accomplishments that comprise effective teaching. It agrees with the National Board for Professional Teaching Standards that high and rigorous standards should serve as a framework for ongoing growth in teaching expertise that ultimately results in increased student learning. Our teacher evaluation system represents an alignment with those professional standards that each staff member should possess or be striving to attain in the quest for professional excellence. Non-tenured teachers are formally evaluated four times per year and tenured teachers twice a year.

Kinnelon’s Process to evaluate the effectiveness of teachers is multifaceted:

1. Kinnelon uses a rubric-based observation instrument based upon the Charlotte Danielson model *Enhancing Professional Practice: A Framework for Teaching* which organizes teacher performance into four domains:
 - Planning & Preparation
 - Classroom Environment
 - Instruction
 - Professional Responsibilities
2. Informal drop-in observations which provide feedback to teachers in a supportive and informal way.
3. Walkthrough observations are conducted on an ongoing basis, providing a snapshot of student engagement, instructional practices, application of technology, and the classroom environment.
4. Teacher lesson plans are evaluated weekly.
5. Teachers are required to create individual Professional Development Plans; these plans are linked to the New Jersey Professional Standards for Teachers, the District Goals and individual Schools Goals.
6. The formal evaluation process is used to provide support for decisions as they relate to the development of teacher growth objectives to be included in the individual professional development plans, proposals for professional development opportunities, recommendations for placement, rehire and tenure.
7. Annual summative evaluations are based upon a review of the evaluations and observations conducted throughout the year, teacher self-evaluation and work toward the individual professional development plan.

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Teacher Evaluation Results SY 2009-2010 - District		
Number of teachers** meeting the district's criteria for acceptable performance	Number of teachers in the district	Percent of teachers in the district meeting these criteria
212	219	97%

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Teacher Evaluation Results SY 2009-2010 - Schools			
School Name	Number of teachers** meeting the district's criteria for acceptable performance	Number of teachers in the school	Percent of teachers in the district meeting these criteria
District Personnel	8	8	100%
Kiel/Sisco Elementary School	43	43	100%
Stonybrook Elementary School	46	46	100%
Pearl R. Miller Middle School	52	54	96%
Kinnelon High School	63	68	93%

** The state designation of 'teacher' is: All full- or part-time staff that are under contract and serving under a NJ instructional or educational services certificate (classroom teachers, child study team members, school nurses, guidance counselors etc.)