

**EAST AMWELL TOWNSHIP SCHOOL
PRINCIPAL EVALUATION SYSTEM
SY 2009-2010**

Introduction

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 East Amwell Township School District's policies and procedures for evaluating the principal.

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. The East Amwell Township School has less than 10 principals.

Section 1

The East Amwell Township School principal evaluation process is based on the NJ Professional Standards for School Leaders and the 2008 ISSLC (Interstate School Leaders Licensure Consortium) Standards.

Tenured administrators shall be evaluated in order to promote their professional excellence and improve their skills, to enhance pupil learning and growth, and to provide a basis for the review of administrative performance. Each tenured administrator shall be evaluated annually by appropriately certified and trained administrators or supervisors.

Nontenured administrators shall be evaluated for the purpose of identifying and correcting deficiencies, improving professional competence, establishing a means for determining reemployment, and improving the quality of the educational program of this district. The evaluation of nontenured administrators shall be conducted by appropriately certified supervisors and shall include, as a minimum the observation of the administrator in the performance of duties not less than three times in each school year

Throughout the school year there are many facets that are looked at in the formal principal evaluation process. These include not only a formal observation but also looking at school climate indicators, principal self evaluations, principal work samples, documentation of completed teacher evaluations, evaluation conferences as well as performance aligned to district goals.

The superintendent also works closely with the principal to develop a Professional Growth Plan that will enhance student learning. This plan is closely monitored throughout the year to evaluate the progress in meeting the required professional development hours. A formal evaluation meeting is conducted at the end of each school year.

