

# **PENNSAUKEN PUBLIC SCHOOLS' 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 Pennsauken Public Schools' 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**

The process used to evaluate the effectiveness of tenured and non-tenured principals in the Pennsauken Public Schools consists of informal and formal observations. Formal observations are based upon New Jersey Professional Standards for School Leaders, and the formal observation and the evaluation form are divided into the following areas of focus: "Leadership Skills," "Supervisory Skills," "Communication Skills," "Organizational Skills," "Personal Characteristics," "Professional Skills," and "Commendations and Recommendations." Within these areas of focus, principals are graded as Proficient, Needs Improvement, or Unsatisfactory, Commendations and Recommendations are in narrative form. After each formal observation, the observing administrator meets with the principal for a post-conference, during which the evaluation is discussed.

The principal's annual summative review is in narrative form and concludes with an overall evaluative summation. The Annual Performance Review focuses on "Leadership Skills," "Supervisory Skills," "Communication Skills," "Organizational Skills," "Personal Characteristics," "Professional Skills," "Commendations and Recommendations," and "Professional Development Plan." A compilation of the information on the summative evaluation is used in the process to determine the Superintendent's recommendation for renewal of principals' contracts or the withholding of salary increments.

## **Section 2. Evaluation Outcomes**

Number of principals meeting the district's criteria for acceptable performance	Number of principals in district	Percent of principals in the district meeting these criteria
17	18	94.4%