

PENNSAUKEN PUBLIC SCHOOLS' 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 Pennsauken Public Schools' 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 a 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

The process used to evaluate the effectiveness of teachers in the Pennsauken Public Schools consists of informal and formal observations. Informal observations take the form of walkthroughs and are more informational than evaluative. Formal observations are based upon New Jersey Professional Standards for Teachers, and the length of each formal observation is a teaching session, lasting from forty-two to eighty-six minutes. The formal observation and the evaluation form are divided into the following areas of focus: "Classroom Environment and Management," "Instructional Process," "Teacher as Professional," "Commendations," and "Recommendation." Within these areas of focus, teachers are graded as Proficient, Not Proficient, Unsatisfactory, and Not Applicable. Commendations and Recommendations are in narrative form. The evaluation form continues with an over-all observation grade of "Satisfactory" or "Unsatisfactory." The final portion of the evaluation form is an overall recommendation by the evaluator if improvement has not been made to "Non-Renew" a non-tenured teacher's contract or "Withhold a Salary Increment" for tenured teachers. After each formal observation, the observing administrator meets with the teacher for a post-conference, during which the class is discussed. Tenured teachers are observed one time per year, and non-tenured teachers are observed a minimum of three times per year.

The teacher's annual summative review is in narrative form and concludes with an overall evaluative summation. The Annual Performance Review focuses on "The Performance of the Professional in His/Her position," "Review of Student Assessment Techniques/Results," "Commendation," "Recommendations," and "Comments." A compilation of the information on the summative evaluation is used in the process to determine the Superintendent's recommendation for renewal of teachers' contracts or the withholding of salary increments.

Section 2. Evaluation Outcomes Tables

PENNSAUKEN PUBLIC SCHOOLS: TEACHER 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 the district meeting these criteria
483	500	96.4%

CARSON SCHOOL: TEACHER EVALUATION RESULTS SY 2009-2010

Number of teachers meeting the district's criteria for acceptable performance	Number of teachers in school	Percent of teachers in the school meeting these criteria
32	32	100%

DELAIR SCHOOL: TEACHER EVALUATION RESULTS SY 2009-2010

Number of teachers meeting the district's criteria for acceptable performance	Number of teachers in school	Percent of teachers in the school meeting these criteria
33	33	100%

FINE SCHOOL: TEACHER EVALUATION RESULTS SY 2009-2010

Number of teachers meeting the district's criteria for acceptable performance	Number of teachers in school	Percent of teachers in the school meeting these criteria
32	35	91.4%

FRANKLIN SCHOOL: TEACHER EVALUATION RESULTS SY 2009-2010

Number of teachers meeting the district's criteria for acceptable performance	Number of teachers in school	Percent of teachers in the school meeting these criteria
37	37	100%

LONGFELLOW SCHOOL: TEACHER EVALUATION RESULTS
SY 2009-2010

Number of teachers meeting the district's criteria for acceptable performance	Number of teachers in school	Percent of teachers in the school meeting these criteria
20	21	95.2%

ROOSEVELT SCHOOL: TEACHER EVALUATION RESULTS
SY 2009-2010

Number of teachers meeting the district's criteria for acceptable performance	Number of teachers in school	Percent of teachers in the school meeting these criteria
21	21	100%

PENNSAUKEN INTERMEDIATE SCHOOL: TEACHER EVALUATION RESULTS
SY 2009-2010

Number of teachers meeting the district's criteria for acceptable performance	Number of teachers in school	Percent of teachers in the school meeting these criteria
74	75	98.7%

PHIFER MIDDLE SCHOOL: TEACHER EVALUATION RESULTS
SY 2009-2010

Number of teachers meeting the district's criteria for acceptable performance	Number of teachers in school	Percent of teachers in the school meeting these criteria
77	81	95.1%

PENNSAUKEN HIGH SCHOOL: TEACHER EVALUATION RESULTS
SY 2009-2010

Number of teachers meeting the district's criteria for acceptable performance	Number of teachers in school	Percent of teachers in the school meeting these criteria
139	147	94.6%

SCHOOLS WITH FEWER THAN 10 TEACHERS

BALDWIN SCHOOL

BURLING SCHOOL