

NORTHERN BURLINGTON COUNTY REGIONAL'S TEACHER EVALUATION SYSTEM

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 Northern Burlington County Regional's 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 an entire 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.

Description of Teacher Evaluation System

In the Northern Burlington County Regional District, teacher effectiveness is evaluated through a formal observation process as well as an annual performance review.

For announced classroom observations, teachers have the opportunity to pre-conference prior to the observation. All teachers meet with their observers in a post-conference to discuss the elements of the lesson and any questions that may have arisen. In addition, teachers have the opportunity to reflect and comment on their lesson through the post-observation conference. The observation tool consists of a detailed narrative of the lesson, a rubric based on Jane Pollock's elements of an effective lesson (lesson objective, activation of prior knowledge, presenting new information, application of new information, student engagement, and lesson closure), and a commentary on the lesson's strengths and areas for growth.

In the annual performance review, a teacher's professional development plan is evaluated and their progress toward completing professional development hours is documented. The annual performance review narrative is based on teacher job description and professional development standards. The narrative includes commentary on the teacher's effectiveness in the areas of planning and assessment, instruction, safety and learning environment, communication and community relations and professionalism. In addition, indicators of pupil progress are recorded to provide teachers the opportunity to reflect on how they assess and monitor student learning.

The district uses the results of our teacher evaluation system (formal classroom observations and annual performance review) to develop a teacher's professional development plan. The results of the evaluation process are also used to guide tenure decisions, recommendations for continued employment, and teacher placement.

The evaluation process for untenured and tenured teachers differs in the number of formal observations received per year. Untenured teachers receive a minimum of four formal evaluations. There is a required pre-conference for the first two formal observations. Pre-conferences for the remaining two observations are left to the discretion of the observer. Tenured teachers receive a minimum of one observation. Teachers have the option of participating in a pre-conference.

Evaluation Outcome Tables

NORTHERN BURLINGTON COUNTY REGIONAL
TEACHER EVALUATION RESULTS
SY 2009-2010

RATING CATEGORY (list from most accomplished to least accomplished)	Number of teachers in district receiving this rating	Total number of teachers in district	Percent of teachers in district receiving this rating
EFFECTIVE	172	173	99.4%
INEFFECTIVE	1	173	0.6%

NORTHERN BURLINGTON COUNTY REGIONAL MIDDLE SCHOOL
TEACHER EVALUATION RESULTS
SY 2009-2010

RATING CATEGORY (list from most accomplished to least accomplished)	Number of teachers in school receiving this rating	Total number of teachers in school	Percent of teachers in district receiving this rating
EFFECTIVE	60	61	98.4%
INEFFECTIVE	1	61	1.6%

NORTHERN BURLINGTON COUNTY REGIONAL HIGH SCHOOL
TEACHER EVALUATION RESULTS
SY 2009-2010

RATING CATEGORY (list from most accomplished to least accomplished)	Number of teachers in school receiving this rating	Total number of teachers in school	Percent of teachers in district receiving this rating
EFFECTIVE	112	112	100%
INEFFECTIVE	0	112	0%