

**Bayonne Public School District
Principal Evaluation System
2010-2011**

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 policies and procedures for evaluating principals/vice principals.

Section I: Description of Principal Evaluation System

- A. The Bayonne Board of Education encourages a positive working environment in which the professional growth, for both teachers and administrators, is considered major importance. The purpose of evaluation is never punitive; but is always to positively impact on the art of teaching for the benefit of student learning.
- B. Non-tenured principals are evaluated three times each year, while tenured principals received one evaluation each year.

The formal principal/vice principal evaluation instrument incorporates the New Jersey Professional Standards for School Leaders in the evaluation process while also rating each individual in the following areas:

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| • Professional Characteristics: | Nine Performance Indicators |
| • Management/Organizational Skills: | Eleven Performance Indicators |
| • Staff Supervision: | Seven Performance Indicators |
| • Curriculum Development & Implementation: | Seven Performance Indicators |
| • Communication Skills: | Seven Performance Indicators |
| • Facility: | Three Performance Indicators |
| • Fiscal Management: | Four Performance Indicators |

Our administrators are evaluated on forty-eight areas of performance using the following rating scale:

- Exceeds Expectations
- Meeting Expectations
- Need Improvement
- Unsatisfactory

Included in the formal written evaluations completed on each principal/vice principal are the following:

- Formal observations conducted by the Superintendent of Schools, as well as, other Central Office Administrators.
- A review of the portfolio each administrator submits annually to the Superintendent of Schools.

- Self evaluations completed by administrators reflecting on their performance over the past year, as well as, the results of standardized test scores for their students.
- Strategic Plan Indicators, administrators must report on the results of the district's strategic plan objectives in their school.
- Review of teacher evaluations completed by the administrator
- Review/analysis of monthly reports submitted over the past year by the administrator.

In addition to the formal evaluation instrument, all principals receive a narrative evaluation from the Superintendent which serves as a summary of their performance over the past school year.

- C. All evaluations are also based on the attainment of district and individual building goals established by the Central Office Administration in conjunction with the building principals. It is understood that the purpose of this goal is to address the professional standards for school leaders and concentrate on the promotion of success for all students.

Section 2: Evaluation Outcome Tables

**Bayonne Public School District
Principal/Vice Principal Evaluation Results
2010-2011**

Number of principals/vice principals meeting the district's criteria for acceptable performance	Number of principals/vice principals in the district	Percentage of principals/vice principals in the district meeting these criteria
22	22	100%