

**Bayonne Public School District
Teacher 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 teachers and specialists such as librarians and counselors.

Confidentiality concerns: To protect the confidentiality of individual evaluations, districts are not required to provide a district-level summary of teacher evaluation outcomes in those cases where there are fewer than 10 teachers in an entire school 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 I: Description of Teacher 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. For the teaching faculty in our district, two evaluation instruments are used:
 - Professional Observation Report
 - Annual Staff Evaluation Form

The Professional Observation report is used by an administrator when observing a teacher conducting a lesson. The two page report evaluates the teacher in four areas: Classroom Management, School Responsibilities; Curriculum and Instruction; and Instructional Characteristics. The administrator uses thirty nine indicators to evaluate the performance of the teaching staff member using the following rating scale:

- Exceeds Expectations
- Meeting Expectations
- Need Improvement
- Unsatisfactory

In addition, a narrative accompanies each of the four areas of evaluation allowing the administrator to elaborate on areas of commendation, as well as, recommendations for improvement.

- Non-Tenured Faculty: Three Classroom Observations and One Evaluation = Four
- Tenured Faculty: Two Classroom Observations and One Annual Evaluation = Three

Should an administrator be concerned with a teacher's performance, the administrator may, in collaboration with the teacher, prepare an action plan as a means to improving classroom instruction/management/school responsibilities, etc. The Professional Plan of Action contains specific timelines, activities and outcomes. In addition, each teacher is required to complete an "Indicators of Pupil Progress" form at the beginning of the year and used in the evaluation process at the end of the evaluation period by the administrator. This form is used by the administrator to:

- Recommend specific changes in the teacher's job performance, as well as, recommend changes in curriculum and/or programs.

Throughout the school year, an administrator will conduct a pre-observation meeting with the teaching staff member, followed after the classroom visit by a post observation conference.

In addition to the Bayonne Board of Education's performance based staff evaluation program, newly appointed teachers, as part of the district's first year mentoring program, are evaluated three times by their building principal as part of Department of Education's Novice Teacher Program.

- C. Both tenured and non-tenured teachers receive an annual summative performance evaluation comprising a 32 point check list, along with several narrative comments. An overall rating is not given at this time.

Section 2: Evaluation Outcome Tables

**Bayonne Public School District
Teacher Evaluation Results
2010-2011**

Number of teachers meeting the district's criteria for acceptable performance	Number of teachers in the district	Percentage of teachers in the district meeting these criteria
749	751	99.7%

[Bayonne High School](#)

[Henry E. Harris School](#)

[Horace Mann School](#)

[John M. Bailey School](#)

[Lincoln Community School](#)

[Mary J. Donohoe School](#)

[Midtown Community School](#)

[Nicholas Oresko School](#)

[Philip G. Vroom School](#)

[Walter F. Robinson School](#)

[Washington Community School](#)

[Woodrow Wilson School](#)