



GARFIELD'S 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 Garfield's 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

Garfield Public Schools recognize the continuous evaluation of administrators is essential to the achievement of the educational goals of the district. Administrators are evaluated in order to promote their professional excellence, improve their skills, and enhance pupil learning and growth. Each tenured administrator is evaluated annually and non-tenured administrators are evaluated not less than three times during the school year. Evaluations are conducted by trained administrators and/or the Superintendent of Schools.

The Garfield Principal Evaluation System is aligned with the NJ Standards for School Leaders. It includes but is not limited to: observation conferences with the evaluating supervisor, an annual written performance report, inclusive of a narrative of commendations and recommendations, review of data relating to pupil progress and school and district goals. The information is also used to guide the administrator's Professional Growth Plan. The evaluation process informs decisions regarding professional growth plans, professional development opportunities, tenure decisions, placements, special duties and continued employment.

Section 2. Evaluation Outcomes Tables

GARFIELD PRINCIPAL EVALUATION RESULTS SY 2009-2010

Number of principals meeting the district's criteria for acceptable performance	Number of principals in district	Percent of principals in district meeting these criteria
14	14	100%