



## **GARFIELD'S 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 Garfield'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.*

### **Section 1. Description of Teacher Evaluation System**

The Garfield Public Schools recognize the continuous evaluation of faculty is essential to the achievement of the educational goals of the district. The purpose of the Teacher Evaluation System is to promote professional excellence, foster professional growth, and in turn improve student learning and growth. The district's teacher evaluation system is comprised of numerous forms of evidence including but not limited to: formal and informal observations, teacher work samples, pre and/or post observation conference, the teacher's professional development plan, review of progress in completing the required professional development and an annual performance summary. Formal observations and conferences are completed with a supervisor and/or the building principal. Some areas that are addressed are: classroom climate, classroom management, lesson planning, instruction and organization that meet the needs of diverse learners, implementation of NJCCCS, continued and sustained professional growth and development. Additionally, the evaluation documents address the NJ Professional Standards for Teachers.

All tenured faculty are formally observed a minimum of once per school year. Non-tenured faculty are formally observed a minimum of three times per school year. In addition, all faculty meet with his/her supervisor or building principal for a Summary Performance conference; this includes the review of the faculty member's Professional Growth Plan and Professional Development Record. Evaluations are submitted to and reviewed by the Superintendent of Schools.

Garfield Public Schools strive to offer the highest quality of education, designed to provide a level of excellence that will enable all students to realize their intellectual and personal goals. As such, the Teacher Evaluation System is meant to allow for continued support and growth opportunities for the teacher so that they can in turn provide Garfield students with the best opportunity for educational success and the tools for life-long learning.

**Section 2. Evaluation Outcomes Tables**

GARFIELD 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 district meeting these criteria
476	476	100%

WASHINGTON IRVING, SCHOOL #4  
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 school meeting these criteria
27	27	100%

SCHOOL #4 ANNEX  
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 school meeting these criteria
16	16	100%

WOODROW WILSON, SCHOOL #5  
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 school meeting these criteria
32	32	100%

ABRAHAM LINCOLN, SCHOOL #6  
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 school meeting these criteria
36	36	100%

THEODORE ROOSEVELT, SCHOOL #7  
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 school meeting these criteria
44	44	100%

CHRISTOPHER COLUMBUS, SCHOOL #8  
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 school meeting these criteria
38	38	100%

JAMES MADISON, SCHOOL #10  
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 school meeting these criteria
35	35	100%

JAMES GARFIELD EARLY CHILDHOOD LEARNING CENTER  
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 school meeting these criteria
37	37	100%

GARFIELD 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 school meeting these criteria
91	91	100%

GARFIELD 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 school meeting these criteria
107	107	100%