

OCEAN GATE SCHOOL DISTRICT TEACHER EVALUATION SYSTEM (SY 2009-10)

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. The information presented below will help you understand Ocean Gate'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 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

The Ocean Gate School District recognizes that the continuing evaluation of teaching staff members is essential to the achievement of the educational goals of this district. The purpose of the program of evaluation is designed to promote professional excellence and improve the skills of teaching staff members, improve pupil learning and growth, and provide a basis for the review of teaching staff member performance. Tenured teachers are evaluated at least one time per year and Non-tenured teachers are evaluated at least three times per year by appropriately certified and trained administrators who use professional standards and methods for teachers as a framework. These standards encompass the broad range of skills and knowledge a teacher needs, including deep content knowledge with varied instructional strategies; the creation of a productive learning environment, the use of varied assessments; the understanding of human growth; the ability to work with diverse learners; strong communication skills; instructional planning; the ability to create strong partnerships with parents, and the community; and, professional responsibility.

Tenured teaching members are formally evaluated at least once during the school year. Non-tenured teaching members are evaluated at least three times during the school year. The evaluation process includes walk-through observations, pre and/or post observation conferences, teacher work samples such as lesson plans or unit plans, student assessments and other information. The evaluation includes a detailed narrative description of the lessons. In addition, a section with comments, recommendations, or commendations is included. At this point, student achievement outcomes or student growth data are not an evaluation criterion however teachers and administration consistently use

benchmark testing and other evaluative data to assess student performance outcomes.

Finally, the teacher evaluation process used to evaluate teachers is aligned with the New Jersey Common Core Standards and the mission of our school district. The mission statement reads:

“The mission of Ocean Gate School District is to create a community partnership with our students, teachers, families, administration and staff that instills in each child a sense of pride and self-worth and an acceptance of others.

The Ocean Gate School learning community is determined to provide all students with a quality education that is focused upon the New Jersey Core Curriculum Content Standards while working with each child to develop their individual talents and skills. We firmly believe in developing independent, life-long learners who are equipped to think critically, use their knowledge effectively and be able to cooperatively interact with other people.

It is our objective to create a diverse, challenging and safe learning environment that fosters teamwork, excitement and a love of learning. We encourage individual growth and academic success while guiding our students to become knowledgeable and responsible citizens.”

* The federal government requires that the evaluation information collected through a survey (as well as some additional information) be made accessible to the public and posted on your district website. The New Jersey Department of Education is required to create an index page on its website containing the links to each district’s website information on teacher evaluation.

**The Ocean Gate Elementary School
Teacher Evaluation Results FY 2009-10**

Number of teachers meeting the districts criteria for acceptable performance:	Number of teachers in the district:	Percentage of teachers in the district meeting acceptable performance Criteria:
20	20	100%