

## **RUNNEMEDE'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 procedures they use to evaluate teachers and principals. The information presented below will help you understand Runnemede's policies and procedures for evaluating teachers and educational specialists such as librarians and counselors.

### **Description of the Principal Evaluation System**

The Runnemede School District believes that the evaluation of a principal is an important matter as it establishes the critical position of educational leader of the school. The Runnemede School District certified principals are evaluated in accordance with state laws and regulations, as well as Board policy and regulations. Principal evaluations reference the New Jersey Professional Standards for School Leaders and contain the following evidence: Portfolio/work samples, school climate indicators, self-leadership assessment/evaluation, school/community communications, student performance/achievement outcomes, documented, completed teacher evaluations, goal setting, progress and completion reporting.

Evaluations are narrative and include opportunities for pre and post conferencing. The narrative includes comments, commendations, recommendations, goals-progress and completion, and a summative statement. Performance evaluation is informed through the written paragraphs and includes specific, as well as summative performance evaluation. Tenured Principals are evaluated formally once a year while non tenured principals are evaluated three times a year. Results inform the following areas: professional development, individual Professional Growth Plans, tenure decisions, recommendation for continued employment, selection of specific roles or duties, and principal placements.

**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.*

**The Runnemede School District employs only three principals, hence for confidentiality reasons, no data is supplied**