

**Hunterdon Central Regional High School  
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 Hunterdon Central'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.

**Description of Teacher Evaluation System**

Teachers at Hunterdon Central are evaluated by soliciting input from various members of the administrative team including the superintendent, principal, curriculum director, department supervisors and vice principals; all whom are actively engaged in the teacher observation process. The teacher observation process in the classroom, participation in departmental curriculum work, willingness to serve as advisors for extracurricular activities, willingness to serve as coaches in the athletic programs and willingness to engage as an active, contributing member of the overall school community are all areas that are considered each year. In addition, a strong commitment to professional development as well as receptivity to instructional coaching by department supervisors and other administrators is both considered.

**Non-tenured teachers are observed at least three times each year in the classroom setting** as part of the formal observation process. *Non-tenured teachers are formally evaluated once each year. This evaluation is completed by the departmental supervisor with input from other members of the administrative team.* Unscheduled, "short" drop-in observations also take place throughout the school year to observe teachers in their classrooms. Non-tenured teachers are also evaluated once each year in their roles as advisors and/or coaches.

**Tenured teachers are formally observed once each year.** Unscheduled, “short” drop-in observations also take place throughout the school year to observe teachers in their classrooms. Tenured teachers are also evaluated once each year in their roles as advisors and/or coaches. *They are also formally evaluated once each Year. This evaluation is completed by the departmental supervisor with input from other members of the administrative team.*

The district adopted the *Danielson Framework* for observing and the evaluation staff in 2001 and continues to use this framework today. *A pdf file is posted to this website.* The *Danielson Framework* uses the following **Components of Professional Practice** to assess the performance of both non-tenured and tenured teachers:

- Domain 1      Planning and Preparation
- Domain 2      The Classroom Environment
- Domain 3      Instruction
- Domain 4      Professional Responsibilities

**Hunterdon Central Regional 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
283	285	99%