

POLICY

NORTHVALE

BOARD OF EDUCATION
TEACHING STAFF MEMBERS

EVALUATION OF TENURED TEACHING
STAFF MEMBERS

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3222 – EVALUATION OF TENURED TEACHING STAFF MEMBERS

The Board of Education recognizes that the continuing evaluation of tenured teaching staff members is essential to the achievement of the educational goals of this district. The purpose of a program of evaluation will be to promote professional excellence and improve the skills of tenured teaching staff members, improve student learning and growth, and provide a basis for the review of teaching staff member performance. The Board will provide leadership, adequate resources for supervision and professional development, time for the proper conduct of evaluations, and time for in-service training.

Each tenured teaching staff member except the Superintendent and administrators, who will be evaluated in accordance with Board Policy Nos. 1240 and 3223, shall be evaluated annually by appropriately certified and trained administrators or supervisors against criteria that evolve logically from the instructional priorities and program objectives set forth in the teaching staff member's job description.

The Superintendent shall develop, in consultation with tenured teaching staff members, job descriptions and evaluation criteria for each teaching staff member position. Job descriptions will be clearly and concisely stated and will be provided to the Board for its

The Superintendent shall develop, in consultation with teaching staff members, procedures for the evaluation of tenured teaching staff members that include, as a minimum:

1. Classroom Observations;
2. Observation conferences between the tenured teaching staff member and the evaluating supervisor;
3. The preparation of a professional growth plan;
4. The preparation by the supervisor of an annual written performance report, which shall include the teaching staff member's performance areas of strength and weakness, a professional growth plan developed by the member and the supervisor, and a summary of the results of formal and informal assessments of the member's students along with a statement as to how these student indicators relate to the effectiveness of the overall program and to the member's performance;



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5. The conduct of an annual summary conference between the supervisor and the member that will include a review of the member's performance, progress toward the objectives set forth in the professional growth plan developed at the previous annual conference, student assessments and growth toward program objectives, and the written performance report prepared by the supervisor; and
6. The signing of the annual written performance report within ten working days of the annual summary conference.

N.J.A.C. 6A:32-4.4

Adopted: September 28, 1998
Revised and Approved: October 26, 2009
Revised: November 18, 2013

