

Fairview Public Schools  
Teacher Evaluation Results 2010-2011

**Fairview District Totals**

Rating Category	Number of Teachers	Total Teachers in District	% of Teachers
Excellent	65	80	81%
Very Good	13	80	16 %
Good	2	80	3%
Fair	0	80	0%
Unsatisfactory	0	80	0%

**Lincoln School**

Rating Category	Number of Teachers	Total Teachers in School	% of Teachers
Excellent	42	48	87 %
Very Good	5	48	11 %
Good	1	48	2 %
Fair	0	48	0 %
Unsatisfactory	0	48	0 %

**Lincoln School Annex**

Excellent	8	12	67 %
Very Good	4	12	33 %
Good	0	12	0 %
Fair	0	12	0 %
Unsatisfactory	0	12	0 %

**Number 3 School**

Excellent	10	12	83 %
Very Good	2	12	17 %
Good	0	12	0 %
Fair	0	12	0 %
Unsatisfactory	0	12	0 %

**Number 3 School Annex**

Excellent	5	8	62 %
Very Good	2	8	25 %
Good	1	8	13 %
Fair	0	8	0 %
Unsatisfactory	0	8	0 %

## 2010-2011 School Year

### Introduction-Teacher Evaluation System

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 Fairview'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.

#### Narrative-

The Fairview teacher evaluation system was developed by the school district administration and approved by the Fairview Board of Education. The evaluation includes the following types of evidence:

1. Formal observation
2. Walk-Through observations
3. Pre and Post observation conference
4. Teacher lesson plans
5. Teacher professional development plan
6. Progress in completing required professional development hours
7. Evaluator Narrative

Currently, the teacher evaluation process does not include any student achievement outcomes or student growth data. The district uses the results from the evaluation to inform tenure decisions, inform recommendations for continued employment, inform teacher placement decisions and to plan future professional development opportunities. The teacher's annual formative and summative performance evaluations are given in the form of a written narrative and use a numerical single scale rating. The categories used in the rating scale are Excellent=5, Very Good=4, Good=3, Fair=2, or Unsatisfactory=1.

\*Tenured Teachers are currently evaluated once a year.

\*Non-Tenured Teachers are currently evaluated three times a year.

## 2010-2011 School Year

### Introduction-Principal Evaluation System

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 Fairview's policies and procedures for evaluating principals and assistant principals.

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.

\*\*Currently the Fairview district has only three principals, and to protect the confidentiality of individual principal evaluations will not post this information on the district website.

#### Narrative-

The Fairview principal evaluation system was developed by the superintendent of schools and approved by the Fairview Board of Education. The evaluation includes the following types of evidence:

8. Formal observation
9. Principal work samples
10. Evaluation conference
11. Documentation of completed teacher evaluations
12. Evaluator narrative

Currently, the principal evaluation process includes student achievement outcomes and student growth data. The district uses the results from the evaluation to inform tenure decisions, inform recommendations for continued employment, inform principal placement decisions, inform principal's Professional Growth Plan, and to plan future professional development opportunities. The principal's annual summative performance evaluation is given in the form of a written narrative.

\*Tenured Principals are currently evaluated once a year.

\*Non-Tenured Principals are currently evaluated three times a year.