

## Teacher Evaluation System

All school districts in New Jersey are requested to provide information to the public on the procedures they use to evaluate teachers and principals. Since the Deal Elementary School has one individual who serves as Superintendent and Principal, the Principal component is not necessary to report. By law, the Superintendent is evaluated annually by members of the Board of Education. The information below will assist the public to understand the policies and procedures for evaluating teachers.

**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. Also districts with less than 10 administrators are not required to provide a district level summary of administrators.

Teachers in the Deal School District are evaluated on a yearly basis. Tenured teachers are evaluated formally once per year with a formalized classroom visit in addition to on-going informal observations. Non-tenured teachers receive a minimum of three formal observations as well as on-going informal observations. All teachers receive an end of the year performance review.

Teachers are rated on the following characteristics-Professional Characteristics, Teaching Procedures and Classroom Management.

**Evaluation Outcomes Table  
2009-2010**

Number of teachers meeting the district criteria for acceptance performance	Number of teachers in district	Percent of teachers in district meeting these criteria
15	15	100%

For the 2009-2010 school year Deal School employed one (1) Superintendent/Principal/Board Secretary and Child Study Team Director and one (1) .9 FTE Business Administrator/Assistant Board Secretary.