

# **Gloucester City School District Principal Evaluation System (2009-2010 School Year)**

## **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 Gloucester City School District's policies and procedures for 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.

Gloucester City School District currently has a total of nine individuals performing in the role as principal and assistant principal.

## **Section 1. Description of Principal Evaluation System**

### **A. Overview of Process**

Gloucester City School District utilizes two instruments as components of our principal evaluation system. These instruments include the Principal Evaluation Report and the Job Targets Report. In addition, each year principals revise or update their Professional Growth Plans (PGP). The evaluation process includes components such as formal observation/visits, principal self-evaluations, evaluator narratives, evaluation conferences, and performance alignment to district goals.

Both the Principal Evaluation and Job Targets are narrative reports.

The district's evaluation system is based on the 2008 ISSLC (Interstate School Leaders Licensure Consortium) Standards.

### **B. Non-tenured and Tenured Principal Evaluation Process**

Tenured principals are formally evaluated once a year. This evaluation process includes a written evaluation, conference with supervising administrator, and the development of job targets and goals for the upcoming school year.

Non-tenured principals are formally evaluated three times a year. This evaluative process includes written evaluations and conferences with a supervising administrator. Non-tenured principals with more than one year's experience are required to develop job targets and a Professional Growth Plan (PGP).

Non-tenured administrators with less than one year's experience participate in the State's mentoring program and upon completion of the program develop a PGP plan.

#### C. Other Information

Gloucester city School District uses the results from our principal evaluation system to plan professional development opportunities, to inform principals' professional Growth Plans, to inform principal placement decisions, to inform tenure decisions, and to inform recommendations for continued employment.

#### Section 2. Evaluation Outcomes

Gloucester City School District currently has a total of nine individuals performing in the role as principal and assistant principal.