

THE QUEEN CITY ACADEMY CHARTER SCHOOL'S TEACHER EVALUATION SYSTEM, SY 2009-2010

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 [Name of District]'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 and administrator evaluation outcomes in those cases where there are fewer than 10 teachers or administrators in an entire district. Similarly, districts are not required to provide a school-level statistical summary of teacher and administrator evaluation outcomes if there are fewer than 10 teachers or administrators in a school.

Section 1. Description of Teacher Evaluation System

Tenured teachers receive formal evaluations at least once per year. Non-tenured teachers receive formal evaluations at least 3 times per year. Our formal evaluation system borrows from Charlotte Danielson's Teacher Evaluation Framework. Our formal teacher evaluation process includes a formal observation, walk-through observations, pre and post observation conferences, teacher work samples (e.g., lesson plans; assignments), Teacher's Professional Development Plan, Progress in completing required professional development hours, and Evaluator Narratives. Student achievement outcomes and student growth data are used as an evaluation criterion. These results are used to plan professional development opportunities, to inform a teacher's Professional Development Plan, to inform tenure decisions, to inform compensation decisions, to inform recommendations for continued employment, to inform selection of teachers for specific roles or duties, to inform teacher placements decisions, and to inform decisions on teacher awards or recognitions.

Section 2. Evaluation Outcomes Tables

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Number of teachers meeting the district's criteria for acceptable performance	Number of teachers in district	Percent of teachers in district meeting these criteria
23	24	96%

****The Queen City Academy Charter School has less than 10 administrators, therefore, evaluation outcomes are not required to be posted****

