

Oxford Central School
17 Kent Street
Oxford, NJ 07863

Teacher Evaluation System, 2011-2012

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 Oxford'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.

The Oxford Township Board of Education believes that the effective evaluation of teaching staff is essential to the achievement of the educational goals of this district, including student achievement of the Core Curriculum Content Standards. The purpose of this evaluation shall be to promote professional excellence and improve the skills of teaching staff members, improve pupil learning and growth, and provide a basis for the review of staff performance.

The teacher evaluation process includes but is not limited to the following evidence: formal observation using New Jersey Professional Standards for Teachers, Madeline Hunter's Direct Instruction Model, teacher work portfolio, walk-through observations, post-observation conference, teacher work samples, teacher's professional development plan, progress in completing professional development hours, and teacher self-evaluation.

The results of the teacher evaluation system are used to plan professional development opportunities and to inform a teacher's professional development plan, tenure decisions, recommendations for continued employment, selection of teachers for specific roles or duties, teacher placement decisions, and decisions on teacher awards or recognitions.

Tenured teaching staff members shall be observed and evaluated at least once each year by properly certified persons. However; the district has averaged two observations per year for tenured staff. Non-tenured teaching staff members shall be observed and evaluated at least three times each year by properly certified district staff. The past four years has seen the non-tenured staff average 5-6 formal evaluations annually. All teachers shall receive an annual summative written performance report.

Evaluation Outcomes Tables

OXFORD TOWNSHIP TEACHER EVALUATION RESULTS, 2011-2012

Number of teachers meeting the district's criteria for acceptable performance	Number of teachers in district	Percent of teachers in district meeting these criteria
36	36	100%

OXFORD TOWNSHIP ELEMENTARY SCHOOL TEACHER EVALUATION RESULTS, 2010-2012

Number of teachers meeting the district's criteria for acceptable performance	Number of teachers in school	Percent of teachers in school meeting these criteria
36	36	100%