



Maria L. Varisco-Rogers Charter School

Providing new alternatives for a better education

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TEMPLATE 1: TEACHERS

MARIA L. VARISCO-ROGERS CHARTER SCHOOL'S TEACHER EVALUATION SYSTEM, SY 2009-2010

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 Maria L. Varisco-Rogers Charter School'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.

Description of Teacher Evaluation System

The Maria L. Varisco-Rogers Charter School teacher evaluation system is designed to provide teachers with criteria to optimize the delivery of strong classroom instruction to all students. This formal evaluation process includes: two to three formal observations, walk-through observations, pre and post observation conferences, teacher work samples, professional development plans, progress in completing professional development hours, teacher self-evaluations, and evaluator narratives.

Tenured teachers are observed two times each year whereas non-tenured teachers are observed three times a year by the principal of the school. All teachers have pre and post observation conferences. The pre-observation conference is an opportunity for the teacher and evaluator to discuss a general overview of the evaluation process and the criteria that determines the effectiveness of the lesson. This criterion is based upon Charlotte Danielson's Teacher Evaluation Framework. The post observation conference is intended to provide both the evaluator and the teacher with an opportunity to review the actual lesson and to have a meaningful dialogue regarding specific aspects of the lesson. In addition, a vital component of the post observation conference is the identification of aspects of the lesson that are commended and other areas that may need recommendation for improvement. Recommendations for

improvement are discussed and a specific plan to correct any deficiency is developed mutually by the teacher and evaluator. The evaluator will return to the classroom to follow up on this plan.

At the end of the year, both tenured and non-tenured teachers attend an annual summative evaluation conference with the principal and all evaluative criteria such as reviewing a teacher's professional development plan from the previous year; lesson plans and the teacher's involvement in areas of the school outside the classroom are included in the overall evaluation and teacher performance for that school year. Based on this evaluation system, decisions with respect to granting tenure, continued employment, and future teacher assignments are made.

Section 2. Evaluation Outcomes Table

Maria L. Varisco-Rogers Charter School: Teacher Evaluation Results SY 2009-2010

RATING CATEGORY (from most accomplished to least accomplished)	Number of teachers in school district receiving this rating	Total number of teachers in school district	Percent of teachers in school district receiving this rating
Distinguished	7	35	20%
Proficient	18		51.4%
Basic	10		28.6%
Unsatisfactory	0		0%

TEMPLATE 2: PRINCIPALS

MARIA L. VARISCO-ROGERS CHARTER SCHOOL'S PRINCIPAL EVALUATION SYSTEM, SY 2009-2010

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 Maria L. Varisco-Rogers Charter School'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.

Tenured principals are evaluated one time annually and non-tenured principals are evaluated annually. The evaluation is based on the New Jersey Professional Standards for School Leaders conceptual framework. The formal evaluation includes the following types of evidence:

- Formal observations/visits
- School climate indicators
- Principal self-evaluations
- Evaluator narratives
- Documentation of completed teacher evaluations
- Evaluator conferences
- Performance aligned to district goals

The charter school has fewer than 10 principals therefore results will not be publicly posted.