

Hamburg School District 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 Hamburg 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.

Section 1. Description of Principal Evaluation System

The Hamburg School District uses a locally developed instrument to evaluate administrators in the district. The principal evaluation process includes but is not limited to the following evidence: observations, principal's work portfolios, school climate indicators, principal self-evaluations, principal work samples, documentation of completed teacher evaluations, evaluation conferences, and performance aligned to district goals.

The results of the principal evaluation system are used to plan professional development opportunities and to inform a principal's professional growth plan, tenure decisions, compensation decisions, and recommendations for continued employment.

A tenured principal shall be evaluated at least once each year by the superintendent. A non-tenured principal shall be evaluated at least three times each year by the superintendent.

Section 2. Evaluation Outcomes Tables

Fewer than 10 principals