

BOUND BROOK PUBLIC SCHOOLS
TEACHER PERFORMANCE REPORT
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 Bound Brook School District's procedures for evaluating teachers and educational specialists, such as librarians and counselors.

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 members 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 Bound Brook School District uses multiple criteria for evaluating its teaching staff. The primary evaluation tool measures four performance areas: Planning and Preparation; Classroom Environment; Instructional Management; and Effectiveness of Instruction. Each area is measured through the direct observation of between 5 and 6 subcategories. Teachers are then rated as Achieving, Progressing or Developing. Any teacher who is identified in the developing stage must submit a Professional Improvement Plan that directly address the area(s) of concern.

Additionally the district uses periodic classroom walk through observations using an abbreviated document that reports on the same criteria use in regular classroom observations. Teachers also have the opportunity to become involved in peer observations, personal professional development and collegial professional development projects if they are tenured and not required to have a professional improvement plan as described above.

A number of the teachers who are identified as not meeting the performance criteria at the conclusion of the 2009/2010 school year were not offered employment for the 2010/2011 school year. Others remain with the district and as stated above are required to engage in a Professional Improvement Plan for the current school year.

Administrators and other professional staff who do not serve in classroom settings are evaluated using a narrative format that addresses basic jobs performance, interaction with students and adults and the attainment of professional development plans, individual performance plans or other performance objectives. Because the number in any one of these classifications is below ten we are not required to include them in this report for reasons of confidentiality.

**BOUND BROOK TEACHER EVALUATION RESULTS
SCHOOL YEAR 2009-2010**

| Number of teachers meeting the District's criteria for acceptable performance | Number of teachers in District | Percent of teachers in District meeting these criteria |
|---|--------------------------------|--|
| 104 | 111 | 93.6 |

**BOUND BROOK TEACHER EVALUATION RESULTS
BY SCHOOL (2009-2010)**

| School | Number of teachers meeting the District's criteria for acceptable performance | Number of teachers in school | Percent of teachers in school meeting these criteria |
|--------|---|------------------------------|--|
| HS | 44 | 48 | 91.6 |
| MS | 14 | 16 | 87.5 |
| PK-5 | 46 | 47 | 97.8 |