

Cliffside Park School District
Cliffside Park, New Jersey 07010

As per recent New Jersey Department of Education and Federal guidelines the information given below outlines and describes the evaluation process used in Cliffside Park for administrators and teachers.

The Cliffside Park School District observes tenured administrators and teachers at least once during the school year in addition to an annual evaluative summary at the end of each year. Non-tenured administrators and teachers are observed at least three times in addition to a formal annual summary.

The observation and annual summary are based on the NJ Professional Standards for Administrators and Teachers as well as other educational based criteria used to determine the overall performance and effectiveness of staff.

The types of evidence used during an administrative evaluation include: formal observations, work portfolios, school climate indicators, self-evaluations, work samples, evaluator narratives, documentation of completed teacher evaluations, and performance aligned to district goals.

The types of evidence used during a teacher evaluation include: formal observation, walk-thru observations, pre and post conferences, teacher work samples, progress in completing required professional development hours, and evaluator narrative.

The results of all observations and evaluation summaries are used to; plan professional development opportunities, develop growth plan for administrators and teachers, to make tenure decisions, recommendations for reemployment, compensation decisions, and for administrative and teacher placement decisions.

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Cliffside Park, New Jersey 07010**

**Teacher Evaluation Results
2009-2010**

Number of teachers meeting district's criteria for acceptable performance 239	Number of Teachers in district 241	% of teachers in district meeting the criteria 99.2%
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Early Learning Center

Number of teachers meeting district's criteria for acceptable performance 19	Number of Teachers in school 20	% of teachers in district meeting the criteria 95%
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School 3

Number of teachers meeting district's criteria for acceptable performance 24	Number of Teachers in school 24	% of teachers in district meeting the criteria 100%
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School 4

Number of teachers meeting district's criteria for acceptable performance 30	Number of Teachers in school 30	% of teachers in district meeting the criteria 100%
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School 5

Number of teachers meeting district's criteria for acceptable performance 14	Number of Teachers in school 15	% of teachers in district meeting the criteria 93%
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School 6/Middle School

Number of teachers meeting district's criteria for acceptable performance	Number of Teachers in school	% of teachers in district meeting these criteria
45	45	100%

High School

Number of teachers meeting district's criteria for acceptable performance	Number of Teachers in school	% of teachers in district meeting these criteria
107	107	100%

Administrative Evaluation Results 2009-2010

Number of administrators meeting district's criteria for acceptable performance	Number of administrators in district	% of administrators meeting this criteria
10	10	100 %