

## **NORTH PLAINFIELD SCHOOL DISTRICT EVALUATION NARRATIVE**

### **ADMINISTRATIVE EVALUATIONS**

The North Plainfield School District believes that the effective evaluation of administrative staff is essential to the achievement of its mission and educational goals including student achievement related to New Jersey's Core Curriculum Content Standards. The purpose of staff evaluations is to promote professional excellence by improving the skills of administrators, enhancing pupil learning and growth.

The District encourages a positive working environment in which professional growth that results from staff participation in the evaluation process is considered of major importance. Therefore, the district has developed evaluation instruments flexible enough to identify the needs, strengths, and improvement areas of each administrator.

Criteria do include but are not limited to consideration of instructional leadership qualities, professional responsibilities and knowledge, and professional relationships.

Tenured administrators are observed and evaluated at least once each year by the superintendent or assistant superintendent. Non-tenured administrators are observed at least three times each year as well as provided with an annual summative evaluation by the superintendent or assistant superintendent.

The evaluation procedures provide continuous, constructive, cooperative interaction and communication between the staff member and his/her evaluator, thus ensuring a valid basis for the performance review.

The evaluative procedures include a review of each administrator's progress toward achievement of his/her professional growth plan. Evaluative procedures recognize that the purpose of this goal is to assist administrators in obtaining and maintaining the knowledge and skills essential to student achievement of the Core Curriculum Content Standards.

The superintendent reports annually on the effectiveness of the evaluation system and recommends means to improve it whenever desirable.