

# **BOARD OF EDUCATION**

Cherry Hill, New Jersey

## **POLICY 6160**

### **TEACHER OBSERVATION AND EVALUATION**

The process of observation and evaluation is an ongoing process which exists to support and encourage instructional excellence. In this process, the teacher and supervisor work cooperatively in a professional atmosphere conducive to mutual growth.

The process of observation and evaluation should promote teacher self-esteem. It is characterized by its fairness, consistency and collegiality. The recognition of different teaching styles, levels of experience, and expertise form the basis for this process which is also mandated by the New Jersey Department of Education. Every effort is made to monitor the implementation of the school's and district's policies, Standards, Benchmarks and Principles of Learning. Endowing the process with meaning is the joint responsibility of the supervisor and the teacher.

The role of the supervisor in the process of observation and evaluation is to:

- Recognize that the teacher's function is central to student achievement;
- Review, together with the teacher, the expectations of the district and the community;
- Review, together with the teacher, the performance criteria as established in the job description;
- Enhance and encourage teacher reflection on his/her own performance;
- Recognize, nurture and encourage teacher competence and excellence;
- Evaluate ongoing teacher performance;
- Provide support for the instructional program;
- Provide documentation to support employment recommendation;
- Continue to participate in the teaching process.

The role of the teacher in the process of observation and evaluation is to:

- Engage in dialogue with the supervisor.
- Recognize that continued development is possible, desirable and important.
- Recognize that an ongoing aim of evaluation is reflection and self-evaluation.
- Recognize that the teacher's function is central to student achievement.
- Review, together with the supervisor, the expectations of the district and the community.
- Review, together with the supervisor, the performance criteria as established in the job description.

The role of the district in the process of observation and evaluation is to:

- Provide the teacher and supervisor with opportunities for the development of skills and knowledge.
- Create a climate which accommodates a range of teaching styles and which acknowledges the value of risk taking.
- Facilitate the process through allocation of appropriate resources.

Formerly Policy IAA

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