

# **SUMMIT PUBLIC SCHOOLS TEACHER EVALUATION SYSTEM**

## **Description of Teacher Evaluation System**

The Summit Board of Education encourages a positive working environment in which professional growth results from staff participation in the evaluation process. The Summit Public Schools have developed an evaluation instrument to identify the needs, strengths and improvement objectives for every certified staff member. Appropriately certified supervisors and administrators evaluate staff members using the Marshall Teacher Evaluation Model.

The evaluation process in the Summit Public Schools provides constructive and continuous coaching, communication and feedback to our certified staff members about their performance. The evaluation process recognizes that the purpose of this goal is to assist teaching staff and attaining and maintaining the knowledge and the skills essential to student achievement of the State's core content standards and the high demands and standards of the Summit Public Schools educational program.

The Marshall Model Specifically Provides Feedback in the Following Areas:

- Planning and Preparation for Learning
- Classroom Management
- Delivery of Instruction
- Monitoring Assessment and Follow-up
- Family and Community Outreach
- Professional Responsibilities

The teacher evaluation system also requires that every certified staff member set two Student Growth Objectives each year based on student data. Teachers in tested areas also receive a Student

Growth Percentile Score based on their students' performance on standardized tests. Additionally, a mutually agreed professional improvement plan is developed each for each staff member between their supervisor and the teacher. All evaluations also include a review of the teacher's progress toward the achievement of the state required goal of 100 hours of professional development every five years.