

Policy

EVALUATION OF EDUCATIONAL ADMINISTRATION

The Superintendent shall develop criteria and indicators of achievement by which to evaluate the progress of all educational administrators toward district goals and objectives. This evaluation process shall be a part of the superintendent's annual summary on the strengths and weaknesses of the district.

There shall be a current detailed job description maintained for each administrative position established by the Township of Union Board of Education. The job description shall include provisions for evaluation in compliance with the Administrative Code. All professional administrative staff members shall be evaluated with respect to their ability to perform the duties assigned to them.

Evaluation of Principals and Directors

Criteria will include, but not be limited to the following:

- A. Goal accomplishment
- B. Curriculum leadership
- C. Educational leadership
- D. Administrative and organizational leadership (managerial)
- E. Personal qualities
- F. Public and community relations
- G. Ability to produce results
- H. Demonstrated fiscal responsibility
- I. Demonstrated responsibility in non-instructional areas

Adopted: June 1999
NJSBA Review/Update: March 2012
Readopted:

Key Words

Administration, Administrative Staff, Evaluation

Legal References: <u>N.J.S.A. 18A:4-15</u>	General rule-making power
<u>N.J.S.A. 18A:6-10 et seq.</u>	Dismissal and reduction in compensation of persons under tenure in public school system
<u>N.J.S.A. 18A:27-3.1 through -3.3</u>	Non-tenured teaching staff; observation and evaluation; conference; purpose
<u>N.J.S.A. 18A:27-10 et seq.</u>	Nontenured teaching staff member; offer of employment for next succeeding year or notice of termination before May 31
<u>N.J.S.A. 18A:28-5</u>	Tenure of teaching staff members

EVALUATION OF ADMINISTRATORS (continued)

<u>N.J.S.A.</u> 18A:29-14	Withholding increments; causes; notice of appeals
<u>N.J.A.C.</u> 6:30-2.1(a)8	Purpose and program descriptions
<u>N.J.A.C.</u> 6A:9-15.1 <u>et seq.</u>	Required Professional Development for Teachers
<u>N.J.A.C.</u> 6A:32-4.1(e) (f)	Employment of teaching staff
<u>N.J.A.C.</u> 6A:32-4.4	Evaluation of tenured teaching staff members
<u>N.J.A.C.</u> 6A:32-4.5	Evaluation of nontenured teaching staff members
<u>N.J.A.C.</u> 6A:32-4.6	Procedure for appearance of nontenured teaching staff members before a district board of education upon receipt of a notice of nonreemployment
<u>N.J.A.C.</u> 6A:32-5.1 <u>et seq.</u>	Standards for determining seniority
<u>Lacey Township Bd. of Ed. v. Lacey Township Education Association, 130 N.J. 312</u> (1992), aff'g 259 N.J. Super. 397 (App. Div. 1991)	

Cross References: *2131 Superintendent
 4216 Evaluation

*Indicates the policy is included in the Critical Policy Reference Manual.