

## **RED BANK CHARTER SCHOOL'S PRINCIPAL EVALUATION SYSTEM**

As part of the federal requirements for states' receiving funding under Phase 2 of the State Fiscal Stabilization Funds Program, all school districts in New Jersey are providing information to the public on the procedures they use to evaluate teachers and principals. The information presented below will help you understand Red Bank Charter School's policies and procedures for evaluating principals and assistant principals.

Confidentiality concerns: To protect the confidentiality of individual evaluations, districts are not required to provide a district-level statistical summary of principal evaluation outcomes in those cases where there are fewer than 10 principals in a district.

### **SECTION 1**

#### **Elements of the Charter School Lead Person and Administrators Evaluation System**

Red Bank Charter School believes that the Lead Person and administrative staff are the vision keepers responsible for implementing the core mission and beliefs as documented in the charter granted by the New Jersey Department of Education. RBCS's Charter School Lead Person and Administrators evaluation system is based on the New Jersey Professional Standards for School Leaders. As part of a formal evaluation, the following performance domains are measured: Instructional Leadership, School Climate, Building Administration, Fiscal Responsibility, School-Community Relations, Professionalism, and School-Choice Advocacy.

RBCS administrators establish academic and non-academic goals, including student achievement outcomes, as identified and submitted to the NJDOE in the Annual Report each summer. Progress toward meeting these goals is reviewed mid-year. A comprehensive evaluation is done at end-of-year based on evidence supporting the goals in each measured domain.

Results from summative evaluation, faculty feedback, parent survey, student input, and current best practices in school reform are used to inform decisions on continued employment, compensation, and to develop administrator's professional growth plans for the upcoming school year.

### **SECTION 2**

Confidentiality concerns: To protect the confidentiality of individual evaluations, Red Bank Charter School is not required to provide a statistical summary of principal evaluation outcomes because there are fewer than 10 principals in the school.