

THE SCHOOL DISTRICT OF LEE COUNTY  
**FINAL PERFORMANCE ASSESSMENT- INSTRUCTIONAL**

School: \_\_\_\_\_ Loc #: \_\_\_\_\_ School Year: \_\_\_\_\_  
 Teacher: \_\_\_\_\_ Position: \_\_\_\_\_

H= High Performing S= Satisfactory N=Needs Improvement U= Unsatisfactory

Criteria marked N or U require additional documentation. The assessor is encouraged to supplement this form with narrative comments below or as an attachment describing examples of exceptional performance.

	Self-Evaluation				Administrative Evaluation			
	H	S	N	U	H	S	N	U
<b>I. PLANNING AND PREPARATION</b> (Point Values: H =4 , S=2, N= 1.5, U=0 )								
a. Plans effective lessons consistent with State and District curriculum frameworks.								
b. Identifies lesson objectives appropriate for the level of achievement of individual students based on curriculum goals.								
c. Selects appropriate resource materials and activities related to effective lesson objectives and various groups of students.								
d. Sequences the use of materials and activities for effective lesson presentation.								
<b>II. PROFESSIONAL BEHAVIORS</b> (Point Values: H =4 , S=2 , N= 1.5, U=0 )								
a. Adheres to State, District and School policies and procedures.								
b. Develops and implements an Individual Professional Development Plan that aligns with the School Improvement Plan.								
c. Is punctual in reporting to school and in carrying out school assignments.								
d. Observes confidentiality relating to students, teachers and school.								
e. Performs with a minimum of supervision.								
f. Communicates effectively with students and other stakeholders to increase student achievement.								
g. Works cooperatively and supportively with the school staff.								
h. Demonstrates logical thinking and makes practical decisions.								
i. Makes suggestions and offers criticism with discretion.								
j. Responds reasonably to and acts appropriately upon constructive criticism.								
k. Engages in self-assessment and participates in professional development activities.								
<b>III. TECHNIQUES OF INSTRUCTION</b> (Point Values: H =6 , S=3 , N=2.5 , U=0 )								
a. Demonstrates knowledge of subject matter.								
b. Uses instructional time efficiently, while employing the principals of continual quality improvement in an instructional setting with students.								
c. Maintains an academic focus.								
d. Differentiates instruction.								
e. Presents subject matter effectively, using technology where appropriate and available, while using appropriate skills and strategies that promote the creative/critical thinking capabilities of students.								
f. Gives directions in clear, concise manner								
g. Uses appropriate questioning techniques.								
h. Uses students' responses/amplifies/gives feedback.								
i. Checks for comprehension during instruction.								
j. Holds students accountable for and gives appropriate feedback on seatwork/homework.								
k. Circulates and assists students.								
l. Uses effective traditional and alternative assessment procedures that provide for student differences.								
m. Uses supportive data to arrive at a grade or indication of student progress, and uses technology to manage systems of instruction, recordkeeping, and reporting systems where appropriate and available.								
<b>IV. MANAGEMENT OF LEARNING ENVIRONMENT</b> (Point Values: H =6 , S=3 , N=2.5 , U=0 )								
a. Establishes and maintains standards for acceptable student behavior.								
b. Maintains instructional momentum.								
c. Stops misconduct using effective, appropriate techniques.								
d. Exhibits consistency when dealing with student behavior.								
e. Enhances and maintains students' self-esteem. Uses praise effectively.								
f. Monitors students to remain on task, focused and effectively engaged.								
g. Uses and maintains equipment and classroom property/inventory.								
<b>V. INSTRUCTIONAL EFFECTIVENESS</b> (Point Values: H = 10, S= 6, N=4.5 , U=0 )								
a. Promotes academic learning that results in improved student performance.								
b. Makes data driven decisions regarding student performance.								

ASSESSMENT PTS:   
 (+) BONUS PTS:   
 (=) TOTAL PTS:

ADMINISTRATOR'S COMMENTS AND/OR SUGGESTIONS:

ASSESSMENT POINTS:

FOCUS AREAS FOR CONTINUED DEVELOPMENT

Signature of Administrator: \_\_\_\_\_

Date: \_\_\_\_\_

Signature of Teacher: \_\_\_\_\_

Date: \_\_\_\_\_

(My signature does not necessarily imply agreement with the assessment, but acknowledges that I have discussed it with the assessor.)