

Teacher _____ Date(s) of observations _____
 School _____ Assignment _____ Employee Number _____

See RUBRIC for detailed definitions. Insert **ONE** of the following: 1 = Ineffective; 2 = Needs Improvement;
 3 = Effective; 4 = Highly Effective; 5 = Superior; N/A = Not Applicable; N/O = Not Observed

INSERT A WHOLE NUMBER, NOT AN "X" OR "Y"!

INSERT ONLY ONE NUMBER IN A ROW.

1	2	3	4	5
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Average
#DIV/0!

CLASSROOM MANAGEMENT.....

1	Teacher plans and executes a lesson relating to short-term and long-term objectives.				
2	Teacher clearly defines and effectively manages student behavior.				
3	Teacher assures a contribution to building-wide positive climate responsibilities.				
4	Teacher develops daily lesson plans designed to achieve the identified objectives.				
5	Teacher acknowledges student progress and uses assessment practices that are fair, based on identified criteria, and support effective instruction.				
6	Teacher optimizes the learning environment through respectful and appropriate interactions with students, conveying high expectations for students and an enthusiasm for the curriculum.				

INSTRUCTIONAL EFFECTIVENESS.....

7	Teacher embeds the components of literacy into all instructional content.				
8	Teacher understands and optimizes the delivery focus of current state standards and the expectations derived from same on student learning and achievement.				
9	Teacher uses active learning, questioning techniques and / or guided practices to involve all students.				
10	Teacher teaches the objectives through a variety of methods.				
11	Teacher provides clear instruction and directions.				
12	Teacher demonstrates / models the desired skill or process.				
13	Teacher checks to determine if students are progressing toward stated objectives.				
14	Teacher changes instruction based on the results of monitoring.				
15	Teacher summarizes and fits into context what has been taught.				
16	Effective development and use of modified assessments and curriculum for special education students and other students experiencing difficulties in learning.				

#DIV/0!

PROFESSIONAL GROWTH AND CONTINUOUS IMPROVEMENT.....

17	Uses professional growth as a continuous improvement strategy.				
18	Exhibits behaviors and efficiencies associated with professionalism.				

#DIV/0!

NOTE: N/A or N/O cannot be used for Indicators 19 and 20;
 use 1, 2, 3, 4, or 5 ONLY.

INTERPERSONAL SKILLS.....

19	Effective interactions and collaboration with stakeholders.				
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0.0

LEADERSHIP.....

20	Exhibits positive leadership through varied involvements.				
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0.0

Summary of Effectiveness by DOMAIN:

	<u>Average</u>	<u>Weight of Domain by Percentage</u>
CLASSROOM MANAGEMENT / PREPARATION	#DIV/0!	30%
INSTRUCTIONAL EFFECTIVENESS	#DIV/0!	50%
PROFESSIONAL GROWTH AND CONTINUOUS IMPROVEMENT	#DIV/0!	10%
INTERPERSONAL SKILLS	0.0	5%
LEADERSHIP	0.0	5%
COMPOSITE, WEIGHTED AVERAGE for EVALUATION	#DIV/0!	

NOTE:

<u>From:</u>	<u>To:</u>	<u>Ranking</u>
Less than 1.8		Ineffective
Equal to or greater than 1.8	Less than 2.8	Needs Improvement
Equal to or greater than 2.8	Less than 3.8	Effective
Equal to or greater than 3.8	Less than 4.8	Highly Effective
Equal to or greater than 4.8		Superior

Any ranking of 1.0 or 2.0 on any component of this Evaluation requires a Personal Development Plan to be attached to this document.

Any ranking of 4.0 or 5.0 on any component on this Evaluation requires narrative comments within the Evaluator Comments below.

Evaluator Comments:

Teacher's Signature* _____ Date _____

Evaluator's Signature _____ Date _____

*The Teacher's Signature is an acknowledgement that the teacher has received the Evaluation on the date indicated.