

EMPLOYMENT

Employment

Performance
Evaluation

Central Office
Evaluation

Classified Evaluation

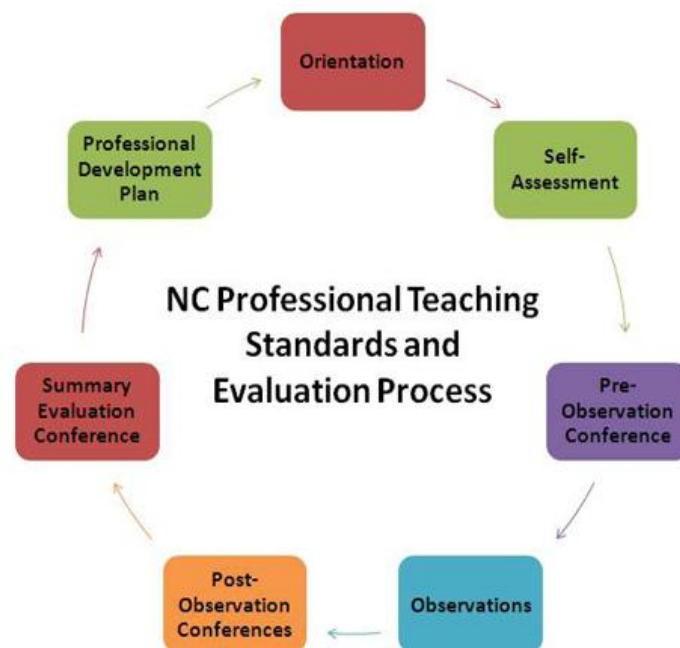
Principal Evaluation

Teacher Evaluation

Teacher Evaluation

NC Teacher Evaluation Process

Guilford County Schools will implement the new NC Teacher Evaluation Process in the 2010-2011 School Year.



Overview

North Carolina Educator Evaluation System

The purpose of the North Carolina Educator Evaluation system is to promote and support effective leadership, quality teaching, and student learning. The evaluation instruments are based on the Framework for 21st Century Learning and the North Carolina Standards. The instruments are designed to promote effective leadership,

quality teaching, and student learning while enhancing professional practice and leading to improved instruction. All of the instruments and processes are designed to encourage professional growth, to be flexible and fair to the persons being evaluated, and to serve as the foundation for the establishment of professional goals and identification of professional development needs.

The Purposes of the Evaluation

The teacher performance evaluation process will:

- Serve as a measurement of performance for individual teachers;
- Serve as a guide for teachers as they reflect upon and improve their effectiveness;
- Serve as the basis for instructional improvement;

Focus the goals and objectives of schools and districts as they support, monitor, and evaluate their teachers;

- Guide professional development programs for teachers;

- Serve as a tool in developing coaching and mentoring programs for teachers;
- Enhance the implementation of the approved curriculum; and
- Inform higher education institutions as they develop the content and requirements for teacher training programs.

To view the NC Professional Educator Standards, click [here](#).

Standards

NORTH CAROLINA PROFESSIONAL TEACHING STANDARDS

5 Performance Standards – 25 Performance Elements

STANDARD I: TEACHERS DEMONSTRATE LEADERSHIP

1. Teachers lead in their classrooms.
2. Teachers demonstrate leadership in the school.
3. Teachers lead the teaching profession.
4. Teachers advocate for schools and students.
5. Teachers demonstrate high ethical standards.

STANDARD II: TEACHERS ESTABLISH A RESPECTFUL ENVIRONMENT FOR A DIVERSE POPULATION OF STUDENTS

1. Teachers provide an environment in which each child has a positive, nurturing relationship with caring adults.
2. Teachers embrace diversity in the school community and in the world.
3. Teachers treat students as individuals.
4. Teachers adapt their teaching for the benefit of students with special needs.
5. Teachers work collaboratively with the families and significant adults in the lives of their students.

STANDARD III: TEACHERS KNOW THE CONTENT THEY TEACH

1. Teachers align their instruction with the North Carolina Standard Course of Study.
2. Teachers know the content appropriate to their teaching specialty.
3. Teachers recognize the interconnectedness of content areas/disciplines.
4. Teachers make instruction relevant to students.

STANDARD IV: TEACHERS FACILITATE LEARNING FOR THEIR STUDENTS

1. Teachers know the ways in which learning takes place, and they know the appropriate levels of intellectual, physical, social, and emotional development of their students.
2. Teachers plan instruction appropriate for their students.
3. Teachers use a variety of instructional methods.
4. Teachers integrate and utilize technology in their instruction.
5. Teachers help students develop critical thinking and problem-solving skills.
6. Teachers help students work in teams and develop leadership qualities.
7. Teachers communicate effectively.
8. Teachers use a variety of methods to assess what each student has learned.

STANDARD V: TEACHERS REFLECT ON THEIR PRACTICE

- Teachers analyze student learning.
- Teachers link professional growth to their professional goals.
- Teachers function effectively in a complex, dynamic environment.

Forms

Evaluation Forms (required):

1. [Record of Teacher Evaluation Activities](#)
2. [Teacher Self-Assessment Rubric](#)
3. [Classroom Observation Rubric](#)
4. [Teacher Summary Rating Form](#)

Evaluation Forms (optional):

- [Summary Rating Sheet](#)

- [Progress Towards Achieving Goals](#)

Materials

Training Materials for Principals:

1. [Facilitator Manual](#)
2. [Participant Manual](#)
3. [Training PowerPoint](#)
4. [Evaluation Process Manual](#)

Training Materials for Teachers:

Overview Module

1. [Facilitator Manual](#)
2. [Training PowerPoint](#)
3. [Evaluation Process Manual](#)

Explorations Modules

- [Facilitator Manual](#)
- [Standard 1 Blackline Masters](#)
- [Standard 1 PowerPoint](#)
- [Standard 2 Blackline Masters](#)
- [Standard 2 PowerPoint](#)
- [Standard 3 Blackline Masters](#)
- [Standard 3 PowerPoint](#)
- [Standard 4 Blackline Masters](#)
- [Standard 4 PowerPoint](#)
- [Standard 5 Blackline Masters](#)
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