

MONHEGAN ISLAND SCHOOL
Teacher Evaluation

NAME: _____ DATE _____

CONTRACT STATUS: _____ First Year _____ Second Year _____ Third Year _____ Continuing

PERFORMANCE CRITERIA

Evaluation/Supporting Statement

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| <p>1. Obtains information from a variety of sources in order to determine student learning levels, interests & needs:</p> <ul style="list-style-type: none"> a) uses individual & group observation b) consults w/parents c) selects & utilizes appropriate diagnostic tests (standardized & teacher-made) d) consults w/students individually e) consults w/previous teachers and/or specialists | <p>Evaluator: Effective _____ Not Effective _____</p> |
| <p>2. Establishes learning objectives consistent with the appraisal of students needs, curriculum & student growth & learning.</p> <ul style="list-style-type: none"> a) uses curriculum guides currently available in appropriate subject matter b) states instructional objectives in terms of student behavior c) establishes objectives for each course unit & instructional activity d) incorporates in daily planning content from previous levels for reinforcement & anticipates content from future grade levels to ensure continuity & sequence e) maintains balance among various subject areas & within the subject itself f) makes realistic provisions for differences in ability, experience, vocational goals, & cultural values | <p>Evaluator: Effective _____ Not Effective _____</p> |
| <p>3. Plans & provides for the involvement of students in the learning process.</p> <ul style="list-style-type: none"> a) encourages students to help plan objectives, to select activities & to evaluate learning b) shares with the students the responsibility for establishing & carrying out classroom rules & procedures c) organizes the class to encourage student leadership & to develop student skill in group decision-making d) provides opportunities for students to demonstrate critical & reflective thinking, resourcefulness, responsibility, & creativity e) assists students in organizing their work so that they learn how & when to work independently & how & when to seek help f) solicits & accepts honest feedback from students | <p>Evaluator: Effective _____ Not Effective _____</p> |

4. Plans for & uses instructional methods which motivate & enable each student to achieve learning objectives. Evaluator: Effective____ Not Effective____
- a) provides for individual differences in rate of learning & interest by varying the difficulty of experiences, by differentiating instruction & assignments, & by allowing students to pursue topics independently
 - b) helps students develop efficient learning skills & work habits
 - c) acts as a conveyor of information only as needed, keeping lecturing or telling within bounds
 - d) uses a variety of appropriate teaching techniques
 - e) communicates clearly & correctly in speech & in writing
 - f) conveys a sense of enthusiasm
 - g) demonstrates flexibility by responding to immediate needs
 - h) sequence/pacing of instruction flows in an orderly & realistic way
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5. Plans for & uses resources which motivate & enable each student to achieve learning objectives. Evaluator: Effective____ Not Effective____
- a) uses a variety of printed & audio-visual material
 - b) encourages students to use a variety of printed & audio-visual material
 - c) uses all resources in the community & the school including human, physical & material
 - d) makes use of the physical school environment to support current learning activities
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6. Plans for & uses evaluation techniques which motivate each student to achieve learning objectives. Evaluator: Effective____ Not Effective____
- a) involves students in establishing standards & methods for evaluation
 - b) shows students how & gives them opportunities to analyze, to evaluate, & to revise their own work
 - c) allows students to demonstrate the achievement of objectives in a variety of ways
 - d) uses prompt & frequent feedback to make learning tasks meaningful
 - e) maintains accurate & current records of student progress
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7. Establishes & maintains the environment required to motivate & to encourage each student to achieve learning objectives Evaluator: Effective____ Not Effective____
- a) follows & expects students to use democratic procedures which show consideration for the rights of others
 - b) maintains a classroom atmosphere conducive to good health & safety, where materials & equipment are well organized
 - c) adjusts physical arrangements & modifies noise levels in order to provide a variety of learning styles
 - d) provides the necessary leadership to develop student responsibility
 - e) provides a safe, orderly, & attractive learning environment
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8. Evaluates the effectiveness of his/her teaching practices & instructional program.

Evaluator: Effective____Not Effective____

- a) *uses the results of lesson & unit* assessments & student responses to continue to modify his/her instructional program & to plan further teaching-learning activities
- b) evaluates both long-range progress toward goals & short-range achievement of objectives of classroom activities
- c) works with colleagues to evaluate the total program's effectiveness

9. Participates in school operation & shares responsibility for the total school program.

Evaluator: Effective____Not Effective____

- a) participates in the development & review of school policies & regulations
- b) observes school policies & legal regulations
- c) cooperates with colleagues & students to maintain a good atmosphere
- d) shares ideas, materials, & methods with other staff
- e) encourages special interest activities which help meet students needs
- f) shares responsibility for care of equipment & facilities
- g) efficiently attends to routine tasks

10. Establishes relationships with colleagues, students, parents & community which reflect recognition & respect for every individual.

Evaluator: Effective____Not Effective____

- a) puts problems in perspective
- b) responds positively to challenges
- c) fosters an open atmosphere in which others feel free to express themselves
- d) listens & responds to the concerns of others
- e) seeks to make the community feel a part of the school
- f) communicates effectively with parents & community about the school
- g) uses the community as a resource for the school

11. Identifies areas for growth necessary to maintain or to improve effectiveness, acquires appropriate training or information, & demonstrates successful application.

Evaluator: Effective____Not Effective____

- a) uses published materials pertinent to the profession and/or specific subject areas to improve instruction
- b) participates in organizations or conferences supportive to instructional responsibilities
- c) demonstrates awareness of current events & cultural trends
- d) seeks services available for instructional support
- e) participates in school, area & state in-service activities
- f) takes advantage of opportunities to learn from colleagues, students, parents & community
- g) applies knowledge gained from travel, course work, reading, & other enrichment activities

OTHER FACTORS INFLUENCING PERFORMANCE & PROGRESS TOWARD PROFESSIONAL GOALS

OVERALL EVALUATION

STRENGTHS:

SUGGESTED AREAS FOR PROFESSIONAL GROWTH:

TEACHER RESPONSE TO OVERALL EVALUATION
(optional)

Signature of Superintendent
Date: _____

Signature of Teacher
Date: _____

*This signature indicates that the teacher and the evaluator together discussed this report. it does not necessarily imply agreement with conclusions stated in the evaluation.