

Belgrade School District

Employee Evaluation

Name:
Example Employee
ID Number: 0368-0369

Location:
Belgrade Public Schools

Position/Title:
teacher

Date:
September 11th, 2014

Observation Start Date:
September 1st, 2014

Observation End Date:
May 6th, 2015

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| 1 | Lesson designs are current, relevant, inclusive, comply with District curriculum and Board of Public Education Common Core Curriculum. | 3 |
| | 1-a The objectives of the learning were clearly stated. | 1 2 3 4 |
| | 1-b The teacher explains the relevance of the lesson. | 1 2 3 4 |
| | 1-c The concepts to be learned are understood by the students. | 1 2 3 4 |
| | 1-d The Common Core objectives are taught consistently. | 1 2 3 4 |
| 2 | The teacher analyzes, monitors student achievement, and communicates pertinent information to parents and administration. | 3 |
| | 2-a The teacher communicates with parent regarding student progress. | 1 2 3 4 |
| | 2-b The teacher maintains up to date records of student performance. | 1 2 3 4 |
| | 2-c The teacher uses data to modify instruction. | 1 2 3 4 |
| | 2-d The teacher analyzes and reports data to parents and administration. | 1 2 3 4 |
| 3 | The Teacher is professionally prepared, adheres to research based instructional techniques and seeks improvement through reflection and study. | 3 |
| | 3-a The teacher is engaged in professional in-service opportunities. | 1 2 3 4 |
| | 3-b The teacher participates in the district mentoring and induction program. | 1 2 3 4 |
| | 3-c The teacher reflects, sets individual goals and adjusts goals as needed. | 1 2 3 4 |
| | 3-d Not applicable | 1 2 3 4 |
| 4 | The teacher develops instructional skills that result in active student engagement, differentiated instruction, and rigor in the daily lessons. | 3 |
| | 4-a The teacher effectively engages each student in the lesson. | 1 2 3 4 |
| | 4-b The teacher provides for individual learning and differentiated instruction. | 1 2 3 4 |
| | 4-c The teacher acknowledges learning styles and modifies instruction accordingly. | 1 2 3 4 |
| | 4-d The teacher establishes rigor in the classroom. | 1 2 3 4 |
| 5 | The teacher demonstrates effective classroom management techniques. | 3 |
| | 5-a Classroom expectations are known by all students. | 1 2 3 4 |
| | 5-b The teacher maintains an atmosphere of mutual respect. | 1 2 3 4 |
| | 5-c The teacher recognizes the value of relationships and actively develops positive relationships with students. | 1 2 3 4 |
| | 5-d The teacher acts consistently within the expectations of the District | 1 2 3 4 |

6	The teacher demonstrates knowledge of content, best practices and embraces district-wide educational initiatives.	3
6-a	The teacher utilizes instructional best practice.	1 2 3 4
6-b	The teacher stays current in the content field.	1 2 3 4
6-c	The teacher cooperates with District initiatives.	1 2 3 4
7	The teacher utilizes multiple techniques for student assessment and adjusts Instruction as needed.	3
7-a	The teacher checks for understanding at key moments and makes adjustments accordingly.	1 2 3 4
7-b	The teacher paces learning to meet the needs of individual students.	1 2 3 4
7-c	Student assessment is used to measure the effectiveness of teacher methods and strategies.	1 2 3 4
7-d	During the lesson presentation the teacher recognizes when misunderstanding is evident and effectively uses alternative instruction.	1 2 3 4
8	The teacher uses strategies that will likely result in closing the achievement gap, routinely integrates tribal history and culture in lessons, and regularly incorporates the value of both K-12 Education and Post Secondary Education.	3
8-a	The teacher uses strategies that may result in closing the achievement gap.	1 2 3 4
8-b	Tribal history and tribal culture are routinely integrated with lessons.	1 2 3 4
8-c	The teacher regularly incorporates the value of K-12 education and post secondary education as each level relates to career planning objectives that are embedded in lessons and which are grade appropriate.	1 2 3 4

The following signatures indicate the evaluation has been read and discussed.

Evaluator's Signature	Date	Employee's Signature	Date
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