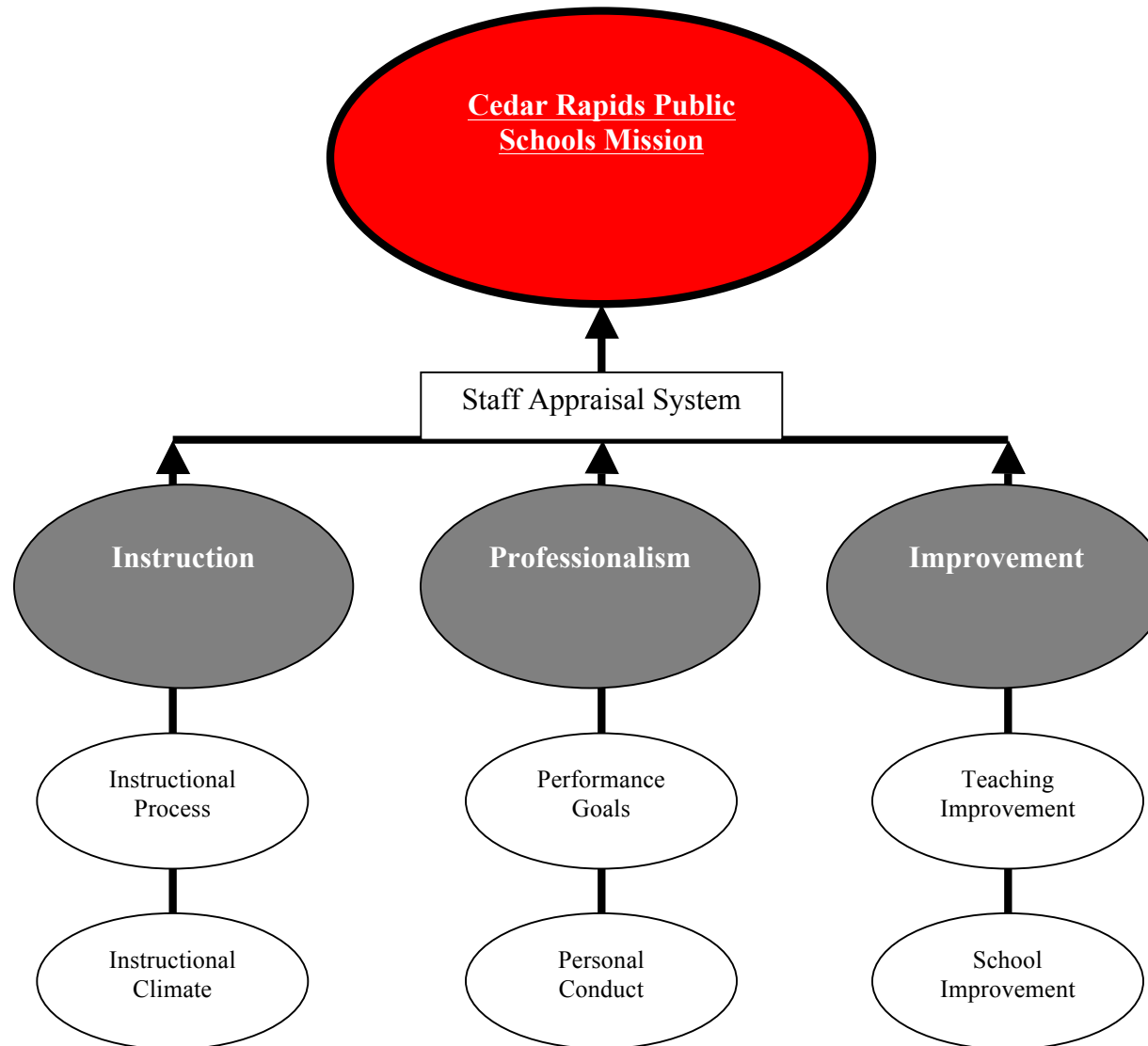

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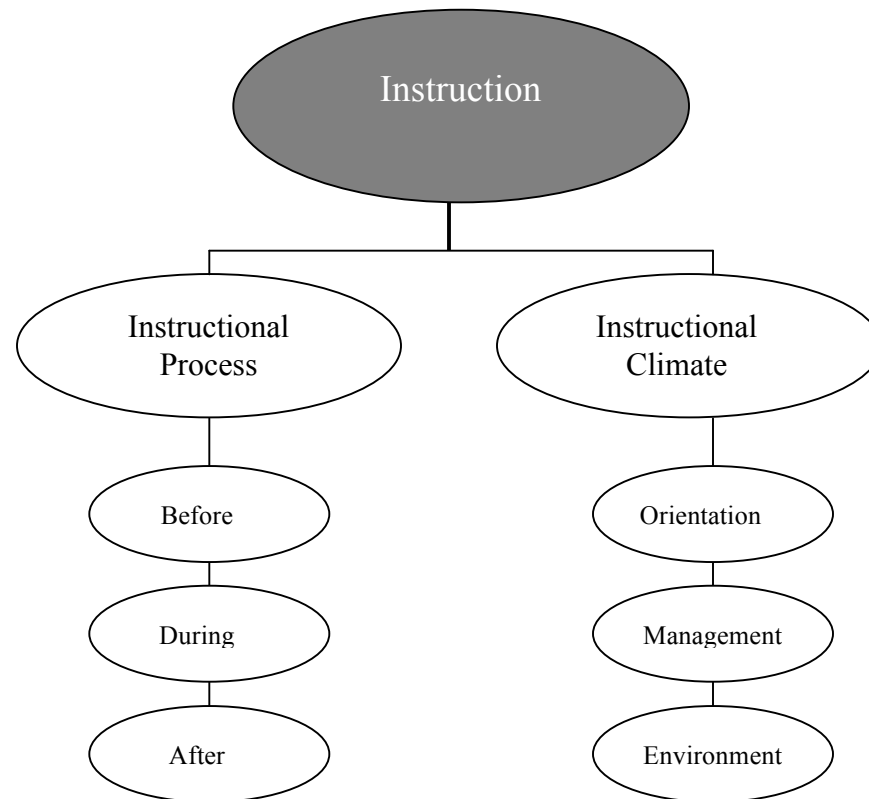
Teacher: _____

Review Date: _____

Administrator: _____



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I. Instruction

A. Instructional Process

Description	Standard	Development Rating
1. Before Instruction	a. Complete lesson plans on-time with accuracy b. Establish clear learning objectives c. Identify current level of student understanding d. Introduce content with meaningful and engaging techniques	<input type="checkbox"/> Meets District Standards <input type="checkbox"/> Progressing Toward District Standards <input type="checkbox"/> Does not Meet District Standards
Narrative Comments:		

Description	Standard	Development Rating
2. During Instruction	a. Explain new content using multiple modes of instruction b. Demonstrate application of new learning c. Engage students actively and meaningfully through guided practice	<input type="checkbox"/> Meets District Standards <input type="checkbox"/> Progressing Toward District Standards <input type="checkbox"/> Does not Meet District Standards
Narrative Comments:		

Description	Standard	Development Rating
3. After Instruction	a. Summarize learning objectives and expected student actions b. Provide prompt feedback on student performance c. Record student performance data frequently, promptly and accurately	<input type="checkbox"/> Meets District Standards <input type="checkbox"/> Progressing Toward District Standards <input type="checkbox"/> Does not Meet District Standards
Narrative Comments:		

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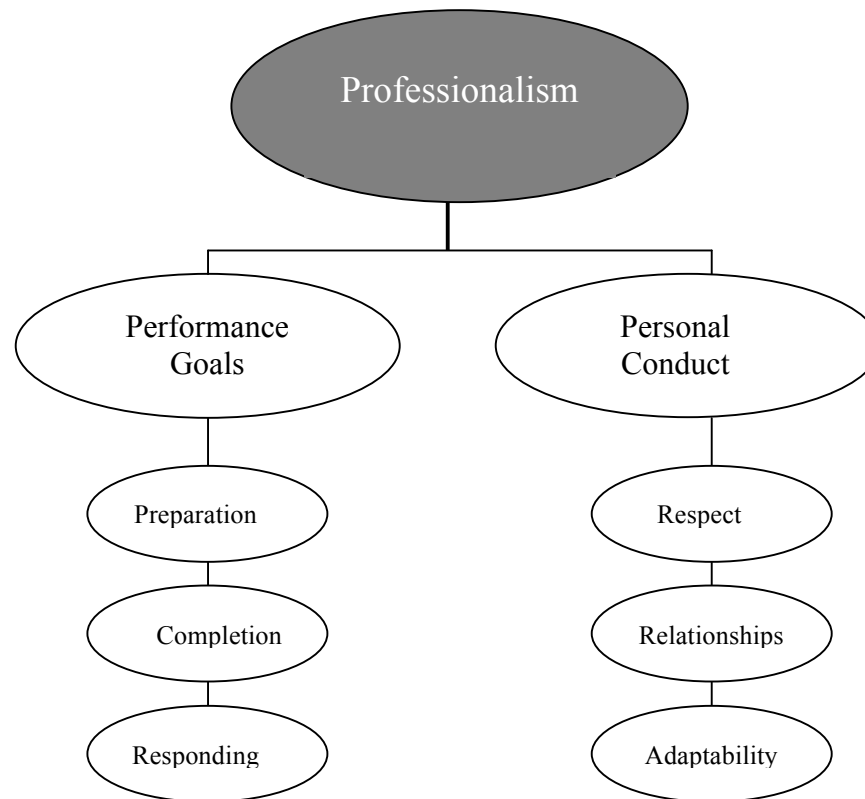
B. Instructional Climate

Description	Standard	Development Rating
1. Task Orientation	a. Provide a predictable classroom routine for students to follow b. Provide maximum time for constructive educational activities c. Provide directions for smooth transitions in classroom routine	<input type="checkbox"/> Meets District Standards <input type="checkbox"/> Progressing Toward District Standards <input type="checkbox"/> Does not Meet District Standards
Narrative Comments:		

Description	Standard	Development Rating
2. Classroom Management	a. Posts clear rules and procedures b. Impartially enforces rules and procedures with consistency c. Regularly reinforce desirable behavior	<input type="checkbox"/> Meets District Standards <input type="checkbox"/> Progressing Toward District Standards <input type="checkbox"/> Does not Meet District Standards
Narrative Comments:		

Description	Standard	Development Rating
3. Classroom Environment	a. Maintain firm command of classroom activities b. Provide consistent classroom supervision c. Provide an orderly classroom d. Provide a physically safe classroom	<input type="checkbox"/> Meets District Standards <input type="checkbox"/> Progressing Toward District Standards <input type="checkbox"/> Does not Meet District Standards
Narrative Comments:		

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II. Professionalism

A. Performance Goals

Description	Standard	Development Rating
1. Preparation	a. Dress and Groom Appropriately b. Arrive and leave on-time c. Arrive with required materials	<input type="checkbox"/> Meets District Standards <input type="checkbox"/> Progressing Toward District Standards <input type="checkbox"/> Does not Meet District Standards
Narrative Comments:		

Description	Standard	Development Rating
2. Task Completion	a. Perform assigned duties accurately b. Perform assigned duties punctually c. Complete professional growth activities related to job description and approved by the superintendent	<input type="checkbox"/> Meets District Standards <input type="checkbox"/> Progressing Toward District Standards <input type="checkbox"/> Does not Meet District Standards
Narrative Comments:		

Description	Standard	Development Rating
3. Appropriate Responding	a. Consistently comply with <i>student handbook</i> regulations and procedures b. Consistently comply with <i>teacher handbook</i> regulations and procedures c. Consistently comply with administrator directives d. Consistently comply with state ethics guidelines	<input type="checkbox"/> Meets District Standards <input type="checkbox"/> Progressing Toward District Standards <input type="checkbox"/> Does not Meet District Standards
Narrative Comments:		

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B. Personal Conduct

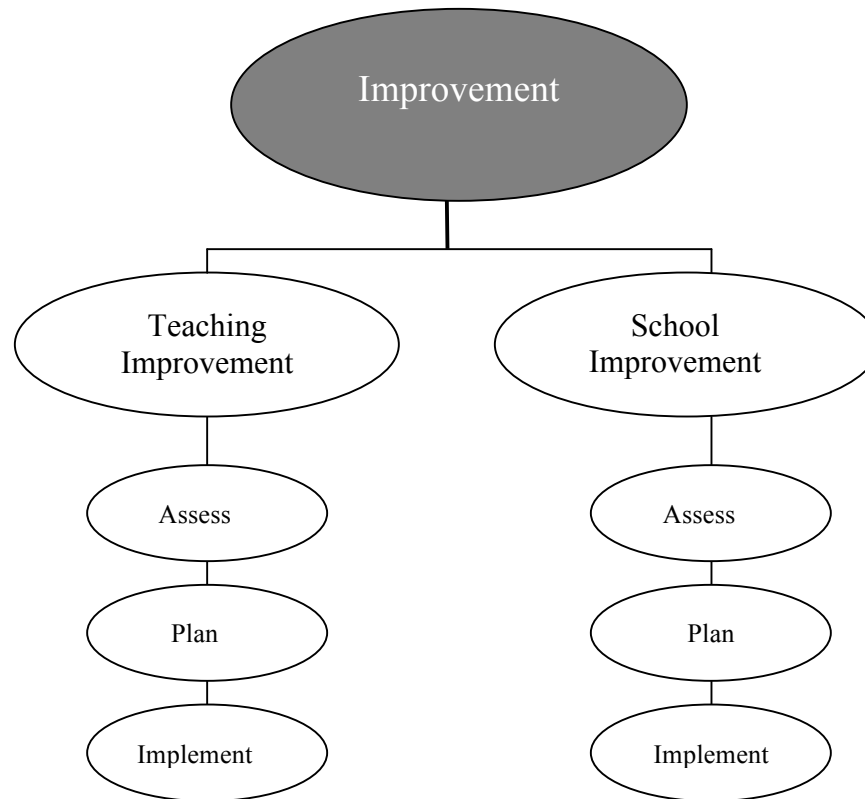
Description	Standard	Development Rating
1. Respect	a. Demonstrate respect toward students b. Demonstrate respect toward staff c. Demonstrate respect toward administrators d. Maintain staff and student confidentiality	<input type="checkbox"/> Meets District Standards <input type="checkbox"/> Progressing Toward District Standards <input type="checkbox"/> Does not Meet District Standards
Narrative Comments:		

Description	Standard	Development Rating
2. Relationship Building	a. Collaborate constructively with staff b. Collaborate constructively with administrators c. Collaborate constructively with parents	<input type="checkbox"/> Meets District Standards <input type="checkbox"/> Progressing Toward District Standards <input type="checkbox"/> Does not Meet District Standards
Narrative Comments:		

Description	Standard	Development Rating
3. Adaptability	a. Maintain professional distance with students b. Exhibit patience and good judgment c. Respect the viewpoints and differences of others d. Support team/administrative decisions	<input type="checkbox"/> Meets District Standards <input type="checkbox"/> Progressing Toward District Standards <input type="checkbox"/> Does not Meet District Standards
Narrative Comments:		

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III. Improvement

A. Teaching Improvement

Description	Standard	Development Rating
1. Assessment	a. Use assessment at multiple points to determine student progress toward instructional objectives b. Use assessment to determine areas of learning strength and weakness c. Use assessment results to determine areas for instructional improvement	<input type="checkbox"/> Meets District Standards <input type="checkbox"/> Progressing Toward District Standards <input type="checkbox"/> Does not Meet District Standards
Narrative Comments:		

Description	Standard	Development Rating
2. Plan	a. Establish instructional plans based upon valid and current information b. Adjust instructional strategies in response to student learning strengths and weaknesses c. Adjust instructional strategies in response to improvement areas identified from classroom assessment results	<input type="checkbox"/> Meets District Standards <input type="checkbox"/> Progressing Toward District Standards <input type="checkbox"/> Does not Meet District Standards
Narrative Comments:		

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Description	Standard	Development Rating
3. Implement	a. Implement proven instructional strategies b. Implement instructional plans in contemporary format c. Record student progress toward curriculum objectives	<input type="checkbox"/> Meets District Standards <input type="checkbox"/> Progressing Toward District Standards <input type="checkbox"/> Does not Meet District Standards
Narrative Comments:		

B. School Improvement		
Description	Standard	Development Rating
1. Assess	a. Involved in the alignment of curriculum with state standards b. Aware of methods used for school improvement data collection c. Aware of data used for school improvement decision making	<input type="checkbox"/> Meets District Standards <input type="checkbox"/> Progressing Toward District Standards <input type="checkbox"/> Does not Meet District Standards
Narrative Comments:		

Description	Standard	Development Rating
2. Plan	a. Attend ongoing professional training related to grade level/subject interventions b. Involved in the development or revision of specific parts of the action plan	<input type="checkbox"/> Meets District Standards <input type="checkbox"/> Progressing Toward District Standards <input type="checkbox"/> Does not Meet District Standards
Narrative Comments:		

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Description	Standard	Development Rating
3. Implement	a. Implement grade level/subject interventions specified in the action plan b. Accurately records progress toward professional growth plans c. Accurately records student progress toward district/state standards	<input type="checkbox"/> Meets District Standards <input type="checkbox"/> Progressing Toward District Standards <input type="checkbox"/> Does not Meet District Standards
Narrative Comments:		

Mr/Mrs,

Please make any comments that you would like to make on the evaluation. Then schedule a time that you would like to come in and see me about the evaluations. We will go over the scoring and any comments that you might have at that time.

Comments:

Administrator Signature _____
Date _____

Staff Signature _____
Date _____

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Appraisal Feedback Summary Page

