

## **EVALUATION OF TEACHERS**

### Purpose

- To provide structured and informal opportunities for principals and teachers to objectively consider and evaluate the effectiveness and the contribution of the teacher to the total school program. It is the belief of the Board and Administration that these evaluations provide the best opportunity for a teacher to learn his/her strengths and possible weaknesses and to improve in effectiveness as a teacher.
- To give an opportunity for Administrators to plan programs of in-service training for all teachers and to identify areas in which teachers need individual assistance and support.
- To encourage teachers to constantly self-evaluate their teaching effectiveness in accordance with the district's objectives and standards as delineated in the evaluation criteria.
- To provide an objective measure by which principals may make recommendations to the superintendent concerning re-employment of teachers.

### Evaluation Criteria

- **Interpersonal Skills:**
  1. Demonstrates Communication Skills.
  2. Has a positive student/teacher relationship.
  3. Recognizes and meets the needs of individual students.
  4. Maintains rapport with teachers, counselors and parents.
  5. Accepts supervision in a positive way.
  6. Demonstrates fairness and consistency.
- **Classroom or Instructional Area Management:**
  1. Establishes, communicates and supervises procedures for different kinds of instructional services.
  2. Establishes and maintains appropriate record keeping system.
  3. Adheres to timelines with district paperwork and assignments.
  4. Maintains a neat, attractive and safe instructional area.
  5. Establishes, communicates and maintains appropriate and effective classroom discipline management.
- **Professional Growth:**
  1. Continues efforts toward professional improvement.
  2. Shares and seeks knowledge willingly.

- Content and Curriculum Knowledge:
  1. Uses curriculum to drive the daily lessons.
  2. Demonstrates proficiency in subject area(s).
  3. Selects and sequences appropriate learning activities to meet the curriculum demands of the subject area(s).
  4. Makes use of appropriate assessments.
  5. Recognizes, plans and provides for unique needs of students.
  
- Instructional Skills and Techniques:
  1. Stimulates thought and interest.
  2. Demonstrates relevancy of assignment.
  3. Demonstrates ability to utilize different resources for achieving objectives.
  4. Uses appropriate questions to elicit student responses.
  5. Demonstrates understanding of learning theories and utilizes different instructional approaches.
  6. Utilizes available technology to advance student learning.

### Evaluation

The evaluation of teachers shall take into consideration the District's philosophy and objectives, Board policies, the environment and values of the community, and the characteristics of the student population. Employment recommendations shall be based on the results of the evaluation.

### Frequency of Evaluations

Non-tenured teachers will be evaluated at least once each semester for the first three years of employment. Tenured teachers will be evaluated at least once each school year.

### Evaluation Instruments

The evaluation tool is to be developed by the administration with teacher input and approved by the Board.