

Formal evaluation

Teacher Performance Evaluation Form \_\_\_\_\_

(School Year)

GCN-R-F1

Name: \_\_\_\_\_ School: \_\_\_\_\_ Assignment: \_\_\_\_\_  
(Grade or Subject)

Evaluator \_\_\_\_\_ Non-tenured \_\_\_\_\_ Non-tenured Structured Assistance \_\_\_\_\_  
Tenured \_\_\_\_\_ Tenured Structured Assistance \_\_\_\_\_

Expectations	Performance Indicators	*Meets Expectations	**Needs Improvement
1. Establishes a safe, respectful, effective classroom environment	a. Creates and maintains a respectful learning environment b. Implements and consistently uses effective and safe classroom procedures c. Practices and enforces positive methods for managing student behavior		
2. Plans, designs, and assesses instruction effectively	a. Demonstrates knowledge of content, resources, and pedagogy b. Demonstrates knowledge of students c. Determines appropriate instructional goals d. Designs instruction to achieve goals e. Uses assessments effectively		
3. Implements instruction which engages students in learning; students construct meaning and participate in a community of learners	a. Engages student in active learning b. Organizes the learning experience to enable students to construct meaning c. Facilitates students' development as independent learners		
4. Communicates effectively with students, families, staff, and the community	a. Communicates clearly and regularly with students b. Involves families in promoting student learning c. Communicates with colleagues cooperatively to promote student success d. Fosters community relationships to promote broad support for success for all students		
5. Conducts oneself in a professional manner	a. Models professional and ethical standards as well as personal integrity in all interactions b. Takes responsibility for meaningful professional growth c. Collaborates with colleagues to support the success of a diverse student population		

Recommended for: a) \_\_\_\_\_ annual contract (non-tenured)  
Check all that apply. } b) \_\_\_\_\_ continuing contract (tenured)  
c) \_\_\_\_\_ structured assistance next year  
d) \_\_\_\_\_ non-renewal e) other \_\_\_\_\_

\*This column is for overall evaluation. (See Back.)

\*\*Specific indicators with comments required. (See Back.)

Focus for Next Year's Growth: \_\_\_\_\_

(Comments go on the back.)

Evaluator Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Teacher Signature: \_\_\_\_\_ Date: \_\_\_\_\_

My signature indicates only that I have read the evaluation and not that I am necessarily in agreement with its contents. \_\_\_\_\_

Teacher Signature

Date

*Directions: At the end of the year if the teacher meets most of the performance indicators in an expectation, the evaluator should check "Meets Expectations," although the teacher may still identify areas for improvement. Distinguished performance may be noted in the comments by the evaluator. If the teacher needs improvement in several indicators or needs strong improvement in one indicator, the evaluator should list the letter(s) of the area(s) needing improvement in the "Needs Improvement" column and provide written comments about the needs. Finally, the evaluator makes a recommendation for the following year.*

*Non-tenured teachers and teachers who are identified for structured assistance receive a formal evaluation to include an observation(s) and pre- and post-conference. Tenured teachers who meet expectations are formally evaluated one out of every three years on a rotating basis.*

\_\_\_ Evaluator Comments Attached or

Evaluator Comments Below:

*Directions: Teacher comments or evaluation response is optional.*

\_\_\_ Teacher Comments Attached or

Teacher Comments Below:

