

Onaway Area Middle / High School Teacher Evaluation

Ineffective 0% - 59%	Minimally Effective 60% - 64%	Effective 65% - 74%	Highly Effective 75% - 100%
-------------------------	----------------------------------	------------------------	--------------------------------

Classroom Management and Discipline (~70%)

1) Environment is conducive to learning. (7%)

0 points Disorganized and cluttered with material. Materials are not easily accessible.	1 Point Materials are accessible, classroom is cluttered.	2 Points Materials are readily available and classroom is organized. Basic educational décor is present.	3 Points Materials are easily accessible to all professionals. Classroom is neat and organized. Room is an inviting environment.
--	--	---	---

2) Active engagement from teacher with classroom instruction. (14%)

0 Points Teacher is not involved with their student's educational process.	2 Points Teacher gives instruction but does not ensure time for adequate feedback / questions from students.	4 Points Teacher ensures adequate feedback time as well as stays engaged with the lesson from beginning to end.	6 Points Teacher is actively engaged from start to finish in the lesson, ensuring engagement from a variety of students and ensuring appropriate time to check for understanding.
---	---	--	--

3) Effective planning was produced prior to instruction. (14%) _____

0 Points	2 Points	4 Points	6 Points
Unsure of what is to be instructed in the timeframe requested. No clearly defined goals are present.	Vague planning is present, still unsure of clearly defined goals.	Clearly defined lesson planning is evident and goals are established toward student success.	Lesson plans are firmly established that show a progression from day to day activities. Goals are all established towards students' success.

* All lesson objectives are based from the HSCE and GLCE / CCSS.

4) Following current management plan. (7%) _____

0 Points	1 Point	2 Points	3 Points
No clearly defined management plan in place.	Management plan is evident but inconsistently adhered to.	Management plan is evident and generally adhered to.	Management plan is evident and consistently adhered to with modifications on an individual basis.

5) Student reporting is current and updated. (7%) _____

0 Points	1 Point	2 Points	3 Points
Current assessments / reporting are not entered in a timely fashion.	Current assessments / reports are entered, but not updated.	Assessments / reports are entered and updated in a timely fashion.	Assessments / reports are entered and updated in a timely fashion, while providing additional parent notifications / responses on an as needed basis.

6) Positive interaction amongst students, colleagues, and community. (14%) _____

0 Points	2 Points	4 Points	6 Points
Presents oneself in an unprofessional manner; i.e. displays negativity, disparages colleagues, or appears uninviting.	Is available, yet uninviting.	Teacher is accessible and inviting.	Teacher is accessible and inviting, and consistently pleasant and positive.

7) Conducts oneself in professional manner. (7%) _____

0 Points	1 Point	2 Points	3 Points
Doesn't enforce / follow school policies, personal appearance is not reflective of the professional environment, acting as a friend versus a mentor when involved with students.	Inconsistently enforces / follows school policies, personal appearance is usually reflective of the professional environment, and sometimes acts as a friend versus a mentor when involved with students.	Does enforce / follow school policies, personal appearance is reflective of the professional environment, acting as a mentor versus a friend when involved with students.	Consistently enforces / follows school policies, personal appearance is always professional, always acts as a mentor when involving themselves with students.

* List above is not all inclusive to the types of infractions intended.

Best Practice Instruction /
Student Growth and Achievement (~30%)

- 8) MEAP / MME / AIMS / EXPLORE / PLAN data reflects improvement in regards to curriculum and standard driven instruction. (7%) _____

0 Points	1 Point	2 Points	3 Points
Class average shows a dramatic decline in overall achievement across the curriculums.	Class average shows little or no change in overall achievement across the curriculums.	Class average shows moderate improvement in overall class achievement across the curriculums.	Class average shows significant improvement in overall class achievement across the curriculums.

- 9) Two pieces of student work that show student has a year of growth respectively in the content area. (7%) _____

0 Points	1 Point	2 Points	3 Points
Two pieces of evidence show no growth for the students.	Two pieces of evidence show little growth for the students.	Two pieces of evidence show moderate growth for the students.	Two pieces of evidence show significant growth for the students.

- 10) Student growth throughout the course. (Pre-Mid-Final Exams) (14%) _____

0 Points	2 Point	4 Points	6 Points
Pre-Mid-Final Exams show no growth for the students.	Pre-Mid-Final Exams show little growth for the students.	Pre-Mid-Final Exams show moderate growth for the students.	Pre-Mid-Final Exams show significant growth for the students.

Comments:

Teacher Signature: _____

Principal Signature: _____

Date: _____

Classroom Goal Observations

Meeting Date: _____

Was the goal clearly defined? _____

What actions were taken in order to advance the classroom experience through the goals for improvement?

What evidence can be shown to prove the improvement process has had an effect?

What can be done in the future to ensure that the goal is being worked on and what has happened thus far that can be used as a tool to build off of?