

White Cloud Public Schools

Performance Review

Review Form Name: Teacher Evaluation

Employee Name:

Job Title:

Date of Observation:

Time of Observation:

Reviewer Name:

Reviewer Title:

PERFORMANCE ELEMENTS:

Teacher Demonstrates Leadership	Developing	Proficient	Accomplished	Not Demonstrated
A. Teacher leads in the classroom				
B. Teacher demonstrates leadership in the school.				
C. Teacher leads in the development of all teachers.				
D. Teacher advocates for schools and students.				
E. Teacher demonstrates high ethical standards.				

Evidence/Comments:

Relationships with Pupils, Parents, and Professional Colleagues	Developing	Proficient	Accomplished	Not Demonstrated
A. Teacher provides an environment in which each child has a positive, nurturing relationship with caring adults.				
B. Teacher embraces diversity in the school community and in the world.				
C. Teacher treats students as individuals.				
D. Teacher adapts their teaching for the benefit of students with special needs.				
E. Teacher works collaboratively with the families and significant adults in the lives of their students.				
F. Teacher communicates with parents/guardians when student discipline issues arise in the classroom.				
G. Teacher communicates with parents/guardians when students are not meeting expectations.				
H. Teacher communicates with other teachers.				
I. Teacher communicates with the building administrator.				

Evidence/Comments:

Knowledge of Subject Matter	Developing	Proficient	Accomplished	Not Demonstrated
A. Teacher aligns their instruction with Michigan Merit Curriculum, Objectives and Standards or Common Core Standards				
B. Teacher knows the content appropriate to their teaching specialty.				
C. Teacher recognizes the interconnectedness of content area disciplines.				
D. Teacher makes instruction relevant to students.				
E. Teacher has created a curriculum Map				
F. Building administrator has a copy of Curriculum Map				
G. Teacher has knowledge of DIP, SIP and PLC goals				
H. Teachers applies goals of DIP, SIP, and PLC to subject matter.				

Evidence/Comments:

Techniques of Instruction	Developing	Proficient	Accomplished	Not Demonstrated
A. Teacher knows the ways in which learning takes place and they know the appropriate levels of intellectual, physical, social, and emotional development of their students.				
B. Teacher collaborates with their colleagues and uses a variety of data sources for short and long range planning on the Michigan Merit Curriculum, Objectives and Standards or Common Core Standards.				
C. Teacher uses a variety of instructional methods.				
D. Teacher integrates and utilizes technology in their instruction.				
E. Teacher helps students develop critical-thinking and problem solving skills.				
F. Teacher helps students work in teams and develop leadership qualities.				
G. Teacher communicates effectively				
H. Teacher uses a variety of methods to assess what each student has learned.				

Evidence/Comments:

Student Performance	Developing	Proficient	Accomplished	Not Demonstrated
A. Teacher uses student data* to address student needs.				
B. Teacher uses student data* to adjust course content				
C. Teacher uses student data* to develop lessons and re-teaching opportunities				
D. Teacher uses student data* to analyze student learning.				
E. Teacher records and reports student data* with CMS, grade books and/or rubrics.				
F. Teacher is familiar with IGOR Data Warehouse.				
G. Teacher provides a minimum of two pieces of evidence of student data* to show growth in achievement.				

*Student data may include student class work, local assessments, pre- and post-tests, student projects, MME/MEAP scores, ACT work Keys, IEP goals, MI-Access, MAPS testing and/or state and national data, when applicable.

Evidence/Comments:

Classroom Management	Developing	Proficient	Accomplished	Not Demonstrated
A. Emergency Procedures posted on wall.				
B. Teacher greets students at the door and helps monitor hallway behavior.				
C. Teacher displays each day's lesson/objective, so it is visually present to the students as they enter the classroom.				
D. Teacher takes attendance				
E. Teacher has knowledge of research-based best practices and uses them in the classroom.				
F. Teacher deals with student discipline in a timely manner.				

Evidence/Comments:

Lesson Planning	Developing	Proficient	Accomplished	Not Demonstrated
A. Teacher creates lessons based on Michigan Merit Curriculum, Objectives, and Standards or Common Core Standards				
B. Teacher creates lessons that are designed to meet the learning needs of all students				
C. Teacher creates lessons that have an objective				
D. Teacher creates lessons that are designed to actively engage the students				
E. Teacher creates lessons that are designed to provide good use of instructional time.				
F. Teacher creates lessons that are presented in logical order				
G. Teacher creates lessons that are presented in a way students can understand.				

Evidence/Comments:

Considering all factors, the work performance of this teacher is:

SATISFACTORY (Highly Effective) _____

SATISFACTORY (Effective) _____

UNSATISFACTORY (Minimally Effective) _____

UNSATISFACTORY (Ineffective) _____

Evaluator

Date

Employee Acknowledgement

I have reviewed this document and discussed the contents with the principal. My signature means that I have been advised of my performance status and does not necessarily imply that I agree with the evaluation.

Employee

Date