



Classroom Teacher Evaluation
Kiona-Benton City School District

Comprehensive/Focused Evaluation

Employee: _____
 Building/Program: _____
 Evaluator: _____ School Year: _____
 Dates of observations: _____ Date of final conference: _____

Criterion Score		Score
1	Expectations Centering Instruction on high expectations for student achievement 2b. Establishing a culture for learning 3a. Communicating with students 3c. Engaging students in learning	
2	Instruction: Demonstrating effective teaching practices 3b. Using questioning and discussion techniques 4a. Reflecting on teaching	
3	Differentiation: Recognizing individual student learning needs and developing strategies to address those needs 1b. Demonstrating knowledge of students 3e. Demonstrating flexibility and responsiveness SG 3.1 Establishing student growth goals SG 3.2 Achievement of student growth goals	
4	Content Knowledge: Providing clear and intentional focus on subject matter content and curriculum. 1a. Demonstrating knowledge of content and pedagogy 1c. Setting instructional outcomes 1d. Demonstrating knowledge of resources 1e. Designing coherent instruction	
5	Learning Environment: Fostering and managing a safe, positive learning environment. 2a. Creating an environment of respect and rapport 2c. Manages classroom procedures 2d. Manages student behavior 2e. Organizes physical space	
6	Assessment: Using multiple student data elements to modify instruction and improve student learning. 1f. Designing student assessment 3d. Using assessment in instruction 4b. Maintaining accurate records SG 6.1 Establishing student growth goals SG 6.2 Achievement of student growth goals	
7	Families and Community: Communicating and collaborating with parents and school community. 4c. Communicating with families	
8	Professional Practice: Exhibiting collaborative and collegial practices focused on Instructional and student learning. 4d. Participating in a professional community 4e. Growing and developing professionally 4f. Showing professionalism SG 8.1 Establish student growth goals, implement, and monitor growth	
Total		

Criterion Scoring

Score	8-14	15-21	22-28	29-32
Rating	Unsatisfactory	Basic	Proficient	Distinguished

Criterion Score _____ Criterion Rating _____

TA *Anton July* 4-30-14 *Wade Ham* 4-30-14



Student Growth Score		Score
SG 3.1	Recognizing individual student learning needs and developing strategies to address those needs. Establish Student Growth Goal(s) (3.3)	
SG 3.2	Recognizing Individual student learning needs and developing strategies to address those needs. Achievement of Student Growth Goal(s) (3.4)	
SG 6.1	Using multiple student data elements to modify instruction and improve student learning and criteria. Establish Student Growth Goal(s) (6.4)	
SG 6.2	Using multiple student data elements to modify instruction and improve student learning and criteria. Achievement of Student Growth Goal(s) (6.5)	
SG 8.1	Exhibiting collaborative and collegial practices focused on improving instructional practice and student learning. Establish Student Growth Goals, Implement, and Monitor Growth (8.4)	
Total		

Student Growth Scoring

Score	5-12	13-17	18-20
Rating	Low	Average	High

Student Growth Score _____

Student Growth Rating _____

Overall Rating (Circle One) Unsatisfactory Basic Proficient Distinguished

Evaluator Comments:

Evaluatee Comments:

The evaluator and evaluatee have conferred on the type of evaluation to be used for the following school year and agree to use: _____ Comprehensive _____ Focused Plan _____ Plan of Improvement

Signatures:

The employee's signature below indicates his or her receipt of this evaluation report only and does not imply that he or she agrees with the contents of the report and/or summative score.

Evaluatee

Evaluator

Date



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Comprehensive/Focused Evaluation

DISTINGUISHED Criterion Score 29-32	PROFICIENT 1 year Student Growth Inquiry	DISTINGUISHED	
PROFICIENT Criterion Score 22-28	PROFICIENT 1 year Student Growth Inquiry	PROFICIENT	
BASIC Criterion Score 15-21	BASIC 1 year Student Growth Inquiry	BASIC	
UNSATISFACTORY Criterion Score 8-14	UNSATISFACTORY Plan of Improvement		
	LOW STUDENT GROWTH 5-12	AVERAGE STUDENT GROWTH 13-17	HIGH STUDENT GROWTH 18-20

TA *Anton Jolley* 4-30-14 *Wade Han* 4-30-14
Teacher Evaluation

POST OBERVATION CONFERENCE

Interview Protocol for a Post-Conference (Reflection Conference)

Teacher _____ School _____

1. In general, how successful was the lesson? Did the students learn what you intended for them to learn? How do you know?
2. If you were able to bring samples of student work, what do those samples reveal about those students' levels of engagement and understanding?
3. Comment on your classroom procedures, student conduct, and your use of physical space. To what extent did these contribute to student learning?
4. Did you depart from your plan? If so, how and why?
5. Comment on different aspects of your instructional delivery (e.g., activities, grouping of students, materials and resources). To what extent were they effective?
6. If you had an opportunity to teach this lesson again to the same group of students, what would you do differently?

TA Amber Farley 4-30-14 TA Wade Han 4-30-14

Teacher Evaluation

PLANNING CONFERENCE

(It is optional whether a teacher writes the answers in advance of the conference.)

1. To which part of your curriculum does this lesson relate? (SC4-1a)
2. How does this learning "fit" in the sequence of learning for this class? (SC4-1a, SC4-1e)
3. Briefly describe the students in this class, including those with special needs. (SC3-1b)
4. What are your learning outcomes for this lesson? What do you want the students to understand? (SC4-1c)
5. How will you engage the students in the learning? What will you do? What will the students do?(SC4-1e)
6. Will the students work individually or as a large group? Provide any worksheets or other materials the students will be using. (SC4-1e)
7. How will you differentiate instruction for different individuals or groups of students in the class?(SC4-1e)
8. What instructional materials or other resources, if any, will you use? (SC4-1d)
9. How and when will you know the students have learned what you intend? (SC6-1f)
10. Is there anything that you would like me to specifically observe during the lesson?