

## Teacher Evaluation Form

\_\_\_\_\_  
 Last Name                      First                      Middle                      ID Number

\_\_\_\_\_  
 Subject(s) Taught                      Grade Level

**This form is to serve as a permanent record of a teacher's professional performance evaluation.**

### PERFORMANCE EVALUATION

**Directions:** Examine all sources of evidence provided by the teacher and bear in mind the aspects of teaching for each of the four categories used in this form. Check the appropriate aspects of teaching, and indicate the sources of evidence used to determine the evaluation of the results in each category. Assign an evaluation for each of the four categories and then assign an overall evaluation of performance. Sign the form and gain the signature of the student teacher.

**Category I: Planning and Preparation** – Teacher demonstrates thorough knowledge of content and pedagogical skills in planning and preparation. Teacher makes plans and sets goals based on the content to be taught/learned, knowledge of assigned students, and the instructional context.

Teacher's performance appropriately demonstrates:

- Knowledge of content
- Knowledge of pedagogy
- Knowledge of Academic Standards
- Knowledge of students and how to use this knowledge to impart instruction
- Use of resources, materials, or technology available through the school or district
- Instructional goals that show a recognizable sequence with adaptations for individual student needs
- Assessments of student learning aligned to the instructional goals and adapted as required for student needs
- Use of educational psychological principles/theories in the construction of lesson plans and setting instructional goals

**Sources of Evidence** (Check all that apply and include dates, types/titles and number)

- |   |   |
|---|---|
| <input type="checkbox"/> Lesson/Unit Plans _____              | <input type="checkbox"/> Student Teacher Interviews _____ |
| <input type="checkbox"/> Resources/Materials/Technology _____ | <input type="checkbox"/> Classroom Observations _____     |
| <input type="checkbox"/> Assessment Materials _____           | <input type="checkbox"/> Resource Documents _____         |
| <input type="checkbox"/> Information About Students _____     | <input type="checkbox"/> Other _____                      |

(Including IEP's)

Category	Exemplary 3 Points	Superior 2 Points	Satisfactory 1 Point	Unsatisfactory 0 Points
<b>Criteria for Rating</b>	The teacher <i>consistently</i> and <i>thoroughly</i> demonstrates indicators of performance.	The teacher <i>usually</i> and <i>extensively</i> demonstrates indicators of performance.	The teacher <i>sometimes</i> and <i>adequately</i> demonstrates indicators of performance.	The teacher <i>rarely</i> or <i>never</i> and <i>inappropriately</i> or <i>superficially</i> demonstrates indicators of performance.
<b>Rating</b> (Indicate √)				

**Justification for Evaluation**

\_\_\_\_\_  
Last Name

\_\_\_\_\_  
First

\_\_\_\_\_  
Middle

**Category II: Classroom Environment — Teacher establishes and maintains a purposeful and equitable environment for learning, in which students feel safe, valued, and respected, by instituting routines and setting clear expectations for student behavior.**

Teacher's performance appropriately demonstrates:

- Expectations for student achievement with value placed on the quality of student work
- Attention to equitable learning opportunities for students
- Appropriate interactions between teacher and students and among students
- Effective classroom routines and procedures resulting in little or no loss of instructional time
- Clear standards of conduct and effective management of student behavior
- Appropriate attention given to safety in the classroom to the extent that it is under the control of the student teacher
- Ability to establish and maintain rapport with students

**Sources of Evidence** (Check all that apply and include dates, types/titles, and number)

- Classroom Observations \_\_\_\_\_  Visual Technology \_\_\_\_\_  
 Informal Observations \_\_\_\_\_  Resources/Materials/Technology/Space \_\_\_\_\_  
 Teacher Interview \_\_\_\_\_  Other \_\_\_\_\_

Category	Exemplary 3 Points	Superior 2 Points	Satisfactory 1 Point	Unsatisfactory 0 Points
<b>Criteria for Rating</b>	The teacher <i>consistently</i> and <i>thoroughly</i> demonstrates indicators of performance.	The teacher <i>usually</i> and <i>extensively</i> demonstrates indicators of performance.	The teacher <i>sometimes</i> and <i>adequately</i> demonstrates indicators of performance.	The teacher <i>rarely</i> or <i>never</i> and <i>inappropriately</i> or <i>superficially</i> demonstrates indicators of performance.
<b>Rating</b> (Indicate √)				

**Justification for Evaluation**

Student/Candidate's Last Name

First

Middle

Social Security Number

**Category III – Instructional Delivery - Teacher, through knowledge of content, pedagogy and skill in delivering instruction, engages students in learning by using a variety of instructional strategies.**

Student Teacher/candidate's performance appropriately demonstrates:

- Use of knowledge of content and pedagogical theory through his/her instructional delivery
- Instructional goals reflecting Educational standards
- Communication of procedures and clear explanations of content
- Use of instructional goals that show a recognizable sequence, clear student expectations, and adaptations for individual student needs
- Use of questioning and discussion strategies that encourage many students to participate
- Engagement of students in learning and adequate pacing of instruction
- Feedback to students on their learning
- Use of informal and formal assessments to meet learning goals and to monitor student learning
- Flexibility and responsiveness in meeting the learning needs of students
- Integration of disciplines within the educational curriculum

**Sources of Evidence** (Check all that apply and include dates, types/titles, or number)

- Classroom Observations \_\_\_\_\_  Student Assignment Sheets \_\_\_\_\_
- Informal Observations/Visits \_\_\_\_\_  Student Work \_\_\_\_\_
- Assessment Materials \_\_\_\_\_  Instructional Resources/Materials/Technology \_\_\_\_\_
- Teacher Interviews \_\_\_\_\_  Other \_\_\_\_\_

Category	Exemplary 3 Points	Superior 2 Points	Satisfactory 1 Point	Unsatisfactory 0 Points
<b>Criteria for Rating</b>	The teacher <i>consistently</i> and <i>thoroughly</i> demonstrates indicators of performance.	The teacher <i>usually</i> and <i>extensively</i> demonstrates indicators of performance.	The teacher <i>sometimes</i> and <i>adequately</i> demonstrates indicators of performance.	The teacher <i>rarely</i> or <i>never</i> and <i>inappropriately</i> or <i>superficially</i> demonstrates indicators of performance.
<b>Rating</b> (Indicate ✓)				

**Justification for Evaluation**

Student/Candidate's Last Name

First

Middle

Social Security Number

**Category IV – Professionalism - Teacher demonstrates qualities that characterize a professional person in aspects that occur in and beyond the classroom/building.**

Teacher performance appropriately demonstrates:

- Knowledge of school and district procedures and regulations related to attendance, punctuality and the like
- Knowledge of school or district requirements for maintaining accurate records and communicating with families
- Knowledge of school and/or district events
- Knowledge of district or college's professional growth and development opportunities
- Integrity and ethical behavior, professional conduct as stated by local, state, and federal, laws and regulations
- Effective communication, both oral and written with students, colleagues, paraprofessionals, related service personnel, and administrators
- Ability to cultivate professional relationships with school colleagues
- Knowledge of Commonwealth requirements for continuing professional development and licensure

**Sources of Evidence** (Check all that apply and include dates, types/titles, or number)

- |  |  |
|--|--|
| <input type="checkbox"/> Classroom Observations_____       | <input type="checkbox"/> Student Assignment Sheets _____                   |
| <input type="checkbox"/> Informal Observations/Visits_____ | <input type="checkbox"/> Student Work _____                                |
| <input type="checkbox"/> Assessment Materials _____        | <input type="checkbox"/> Instructional Resources/Materials/Technology_____ |
| <input type="checkbox"/> Teacher Interviews _____          | <input type="checkbox"/> Other_____  |
| <input type="checkbox"/> Written Documentation _____       |  |

Category	Exemplary 3 Points	Superior 2 Points	Satisfactory 1 Point	Unsatisfactory 0 Points
<b>Criteria for Rating</b>	The teacher <i>consistently</i> and <i>thoroughly</i> demonstrates indicators of performance.	The teacher <i>usually</i> and <i>extensively</i> demonstrates indicators of performance.	The teacher <i>sometimes</i> and <i>adequately</i> demonstrates indicators of performance.	The teacher <i>rarely</i> or <i>never</i> and <i>inappropriately</i> or <i>superficially</i> demonstrates indicators of performance.
<b>Rating</b> (Indicate √)				

**Justification for Evaluation**

