

DIXON PUBLIC SCHOOLS #170

"A Place to Grow"

Non-Tenured Teacher Evaluation Instrument

Teacher's Name _____ Position _____

Building _____ School Year _____ Date _____

A rating for each standard should be selected per ILCS 24A-15. The rating is selected to demonstrate an overall perception of the teacher's performance. The review meeting between the administrator and teacher will include dialogue regarding the varying degree of performance within each area in this evaluation form. The following guide should be used when selecting a rating for each function under the specific standard. The overall rating for the standard is the average of the functions for each standard. The performance evaluation rating is an average of the overall ratings for each individual function divided by the total number observed.

1. Unsatisfactory - Knowledge and performance are not acceptable. The teacher needs to take immediate steps to improve his or her knowledge and/or performance in this area.
2. Needs Improvement – Knowledge and performance needs improvement to meet district standards.
3. Proficient - Knowledge and performance in this area meets district standards.
4. Excellent - Knowledge and performance in this area exceeds district standards.

Domain 1:					
PLANNING AND PREPARATION					
Overall Rating on this Standard (check one)	<input type="checkbox"/> Unsatisfactory	<input type="checkbox"/> Needs Improvement	<input type="checkbox"/> Proficient	<input type="checkbox"/> Excellent	
FUNCTIONS:	Unsatisfactory	Needs Improvement	Proficient	Excellent	Not Demonstrated or Not Observed
1a. Demonstrating knowledge of content and pedagogy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1b. Knowledge of students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1c. Setting instructional outcomes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1d. Knowledge of instructional strategies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1e. Designing student assessments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Summary of Performance:					

Summary of Performance (continued):

DOMAIN 2: THE CLASSROOM ENVIRONMENT				
Overall Rating on this Standard (check one)	<input type="checkbox"/> Unsatisfactory	<input type="checkbox"/> Needs Improvement	<input type="checkbox"/> Proficient	<input type="checkbox"/> Excellent

FUNCTIONS:	Unsatisfactory	Needs Improvement	Proficient	Excellent	Not Demonstrated or Not Observed
2a. Creating an environment of respect and rapport	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2b. Establishing a culture for learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2c. Managing classroom procedures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2d. Managing student behavior	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2e. Organizes physical space	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Summary of Performance:

DOMAIN 3:				
INSTRUCTION				
Overall Rating on this Standard (check one)	<input type="checkbox"/> Unsatisfactory	<input type="checkbox"/> Needs Improvement	<input type="checkbox"/> Proficient	<input type="checkbox"/> Excellent

FUNCTIONS:	Unsatisfactory	Needs Improvement	Proficient	Excellent	Not Demonstrated or Not Observed
3a. Communicating with students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3b. Using questioning and discussion techniques	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3c. Engaging students in learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3d. Using assessment in instruction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3e. Demonstrating flexibility and responsiveness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Summary of Performance:

DOMAIN 4: PROFESSIONAL RESPONSIBILITIES				
Overall Rating on this Standard (check one)	<input type="checkbox"/> Unsatisfactory	<input type="checkbox"/> Needs Improvement	<input type="checkbox"/> Proficient	<input type="checkbox"/> Excellent

FUNCTIONS:	Unsatisfactory	Needs Improvement	Proficient	Excellent	Not Demonstrated or Not Observed
4a. Maintaining accurate records	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4b. Communicating with families	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4c. Participating in a professional community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4d. Growing and developing professionally	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4e. Showing professionalism	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Summary of Performance:					

Attendance:

_____ Professional Development Days

_____ Sick Days

_____ Personal Days

Performance Evaluation Rating				
Overall Rating on this Evaluation (check one)	<input type="checkbox"/> Unsatisfactory	<input type="checkbox"/> Needs Improvement	<input type="checkbox"/> Proficient	<input type="checkbox"/> Excellent

Evaluator Comments:

Evaluator's Signature Date

Evaluatee's Signature Date

Evaluatee's Comments (if any):

The teacher's signature does not indicate agreement with the evaluation. The teacher may attach additional information and comments.