DIXON PUBLIC SCHOOLS #170

"A Place to Grow"

Teacher Evaluation Instrument

Teacher 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 overall 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 Domain (check one)	☐ **Unsatisfactory**	☐ **Needs Improvement**	☐ **Proficient**	☐ **Excellent**

COMPONENTS:	**Unsatisfactory**	**Needs Improvement**	**Proficient**	**Excellent**	**Not Demonstrated or Not Observed**
1a. Plans learning experiences & develops curriculum that demonstrates an interconnection between subject areas and to life/ career experiences.	☐	☐	☐	☐	☐
1b. Plans and designs lessons that take into account a variety of students' developmental levels and needs.	☐	☐	☐	☐	☐
1c. Plans instruction that is aligned to essential outcomes and learner targets.	☐	☐	☐	☐	☐
1d. Plans strategies, techniques, and/or technologies to accomplish instructional outcomes.	☐	☐	☐	☐	☐
1e. Plans assessment strategies which take into consideration diverse learners and uses the results to plan for future instruction.	☐	☐	☐	☐	☐

Domain #1 Summary of Performance:

Domain 2: **THE CLASSROOM ENVIRONMENT**				
Overall Rating on this Domain (check one)	☐ **Unsatisfactory**	☐ **Needs Improvement**	☐ **Proficient**	☐ **Excellent**

COMPONENTS:	**Unsatisfactory**	**Needs Improvement**	**Proficient**	**Excellent**	**Not Demonstated or Not Observed**
2a. Creates a positive classroom environment sensitive to cultural backgrounds by enhancing social relationships, student motivation, and student engagement through mutual respect, cooperation, and support for one another.	☐	☐	☐	☐	☐
2b. Sets expectations for learning and achievement.	☐	☐	☐	☐	☐
2c. Established routines that are effective and organized so there is minimal loss of instructional time.	☐	☐	☐	☐	☐
2d. Implements the least intrusive intervention which is most appropriate for the behavior and is consistent with the needs of the student.	☐	☐	☐	☐	☐
2e. Organizes and manages time, materials, and physical space to provide active and equitable engagement of students in productive tasks.	☐	☐	☐	☐	☐

Domain #2 Summary of Performance:

Domain 3: **INSTRUCTION**				
Overall Rating on this Domain (check one)	☐ **Unsatisfactory**	☐ **Needs Improvement**	☐ **Proficient**	☐ **Excellent**

COMPONENTS:	**Unsatisfactory**	**Needs Improvement**	**Proficient**	**Excellent**	**Not Demonstated or Not Observed**
3a. Uses a variety of explanations and multiple representations of concepts that capture key ideas to help students develop conceptual understanding.	☐	☐	☐	☐	☐
3b. Uses effective questioning techniques and stimulates discussion in different ways for specific instructional purposes.	☐	☐	☐	☐	☐
3c. Fully utilizes instructional periods using multiple teaching and learning strategies to engage students in active learning opportunities.	☐	☐	☐	☐	☐
3d. Uses a variety of assessment results (including pre and post assessments) to diagnose student learning needs, align and modify instruction, and design teaching strategies.	☐	☐	☐	☐	☐
3e. Monitors and adjusts strategies in response to learner feedback.	☐	☐	☐	☐	☐

Domain #3 Summary of Performance:

Domain 4: **PROFESSIONAL RESPONSIBILITIES**				
Overall Rating on this Domain (check one)	☐ **Unsatisfactory**	☐ **Needs Improvement**	☐ **Proficient**	☐ **Excellent**

COMPONENTS:	**Unsatisfactory**	**Needs Improvement**	**Proficient**	**Excellent**	**Not Demonstated or Not Observed**
4a. Accurate records of student work and progress are communicated to students and parents in a timely manner.	☐	☐	☐	☐	☐
4b. Collaborates with other professionals in decision making and problem solving.	☐	☐	☐	☐	☐
4c. Displays a professional responsibility toward continuous learning in order to support his/her own development.	☐	☐	☐	☐	☐
4d. Follows and maintains codes of professional conduct in all matters, including building/district policies, procedures, and directives.	☐	☐	☐	☐	☐
4e. SMART goals are used as a reflection tool.	☐	☐	☐	☐	☐

Domain #4 Summary of Performance:

Attendance:

_____ Professional Development Days

_____ Sick Days

_____ Personal Days

SUMMATIVE EVALUATION RATING				
Overall Rating on this Domain (check one)	☐ **Unsatisfactory**	☐ **Needs Improvement**	☐ **Proficient**	☐ **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.