

COMMONWEALTH COMMUNITY DEVELOPMENT ACADEMY
Evaluation of Teacher Instructional Effectiveness

Date: _____

Teacher: _____

Time: _____

Subject: _____

The instructional evaluation instrument will be used to identify teachers eligible for recognition by the school leadership team and the board of directors. Teachers earning 70% or higher qualify for Certificates of Achievement. Teachers earning 80% or higher are eligible to receive extra prep/planning periods, gift certificates and class activity hours. Teachers earning 90% are eligible to be recommended to the Board for recognition as “Teacher of the Year,” receiving a plaque and stipend.

Teachers with scores 69% and lower are placed on quarterly corrective action plans.

Teachers not demonstrating growth after 4 quarters will be released. Teachers demonstrating growth have 6 quarters to reach a minimum of 70% and are expected to continue to demonstrate growth toward mastery, with a mandatory 40% score in the student evaluation section. Unsuccessful teachers will be removed.

Knowledge of Subject (10%) – 5 pts. each

- ___ 1. Teacher demonstrates understanding of the subject being taught.
- ___ 2. Teacher helps learners to understand the significance of the topics or activities studied.

Narrative:

Preparation and Planning (20%) – 4 pts. each

- ___ 1. Teacher prepares instructional plans on both a daily and long-term basis.
- ___ 2. Teacher makes advance arrangements for materials, equipment, and supplies needed for instruction.
- ___ 3. Teacher develops teaching procedures to match lesson objectives.
- ___ 4. Teacher prepares plans for use by substitute teachers in case of absence.
- ___ 5. Teacher works cooperatively with colleagues in the school and district to develop curriculum and to select instructional materials.

Narrative:

Implementing and Managing Instruction (20%)

- 1. Teacher makes the goals of instruction clear to all students. (2 pts.)
- 2. Teacher monitors students' performance and adjusts the pace and difficulty level of instruction as needed. (2 pts.)
- 3. Teacher reviews material previously taught before introducing new concepts. (1 pt.)
- 4. Teacher maintains student interest and attention by using a variety of instructional modes. (2 pts.)
- 5. Teacher frequently checks students' understanding of new material and re-teaches when indicated. (3 pts.)
- 6. Teacher makes use of students' ideas to introduce new concepts and reinforce previously taught material. (1 pt.)
- 7. Teacher allocates instructional time to activities that produce the highest rate of student learning. (4pts.)
- 8. Teacher asks content-related questions that most students are able to answer correctly. (4 pts.)
- 9. Teacher summarized important points. (1 pt.)

Narrative:

Student Evaluation (40%) - See Attachment A for detailed achievement growth measures.

- 1. Teacher regularly assigns, collects, and evaluates students' homework.
- 2. Teacher uses both teacher-made and standardized tests to check student progress.
- 3. Teacher provides feedback to students.
- 4. Teacher uses results of student evaluations to modify the pace or scope of instruction. (2 pts.)
- 5. Teacher provides detailed directions for completing assignments and evaluates students work on the basis of specified criteria. (4 pts.)
- 6. Teacher provides and explains a scoring rubric for assignments and uses it for scoring.

Narrative:

Classroom Environment (10%)

- ___ 1. Teacher is fair and impartial in dealings with all students, including different races and nationalities.
- ___ 2. Teacher behaves toward all students in a friendly and accepting manner.
- ___ 3. Teacher displays high expectations for the amount and quality of work to be performed by students and expresses confidence in their ability. (2 pts.)
- ___ 4. Teacher maintains a businesslike learning climate without being humorless or repressive.
- ___ 5. Teacher informs students about classroom rules and procedures. (2 pts.)
- ___ 6. Teacher provides a safe, orderly, and attractive environment.
- ___ 7. Teacher uses non-punitive and preventive techniques for minimizing disruption and maintaining learner involvement.
- ___ 8. Teacher updates environment to reflect current lesson/unit objectives.

Narrative:

Additional Comments:

PLAN OF ACTION:

TEACHER COMMENTS:

Teacher Signature: _____

Administrator Signature: _____