

BOARD OF EDUCATION, DISTRICT 148
DOLTON, COOK COUNTY, ILLINOIS

TEACHER EVALUATION INSTRUMENT

Teacher _____ School Year _____

Location _____ Assignment _____

Performance Scale -
D – Distinguished
P – Proficient
B – Basic
U – Unsatisfactory

Evaluation Track

First Observation _____ Second Observation _____

First Evaluation _____ Second Evaluation _____

Teacher's Signature _____ Teacher's Signature _____

Evaluator's Signature _____ Evaluator's Signature _____

Professional Growth Track

First Observation _____

First Evaluation _____

Teacher's Signature _____

Evaluator's Signature _____

Performance Scale

D-Distinguished

P-Proficient

B-Basic

U-Unsatisfactory

Distinguished – A person who continually exceeds requirements and expectations; one excels in most aspects of performance.

Proficient – A person who consistently meets requirements and expectations, one who excels in one or more areas of performance.

Basic – A person who inconsistently meets the requirements and expectations, one who has areas of performance that require improvement.

Unsatisfactory – A person whose performance is notably below job requirements and expectations, significant improvement to performance required.

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TEACHER EVALUATION FORM

KNOWLEDGE OF STUDENTS

The teacher:

- a) shows an understanding of child development when interacting with students.
- b) has a knowledge of and respect for cultural and religious backgrounds.
- c) has a knowledge of each student's strengths, weaknesses, and most effective learning style.

First Evaluation

Second Evaluation

KNOWLEDGE OF SUBJECT MATTER

The teacher:

- a) utilizes his/her knowledge of subject matter to establish goals and to facilitate student learning across the curriculum.
- b) provides accurate information and clear, concise explanations of materials.
- c) follows the *District 148 Curriculum*

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First Evaluation

Second Evaluation

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LEARNING ENVIRONMENT

The teacher:

- a) uses democratic procedures which show consideration of the rights of others.
- b) motivates students to explore and understand important and challenging concepts.
- c) exhibits interpersonal relationship skills such as acceptance, listening, praise, and humor when warranted.

First Evaluation

Second Evaluation

CLASSROOM MANAGEMENT

The teacher:

- a) provides a fair, consistent, objective approach to classroom management with consideration to individual student needs.
- b) provides structures that encourage student self-discipline.
- c) maintains classroom control to facilitate effective teaching.
- d) consistently monitors students.
- e) defines, communicates, and maintains rules of conduct according to *District 148 Guidelines For Appropriate Behavior*. Monitors students' behavior during and between instructional activities.

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First Evaluation

Second Evaluation

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SOCIAL DEVELOPMENT

The teacher:

- a) fosters students' self esteem, character, and civic responsibility.
- b) interacts in a manner that recognizes the value of each student.
- c) fosters an awareness and consideration for others by promoting an environment that encourages respect of gender, race, culture, religion, or ability.

First Evaluation

Second Evaluation

ASSESSMENT

The teacher:

- a) uses a variety of appropriate assessment tools and methods related to student learning and development.
- b) maintains evidence of individual student progress with record books which are up to date and accurate.
- c) communicates student's progress to parents and students through a variety of verbal and written methods.
- d) provides students with immediate feedback and additional instruction based on assessment results.

*The Mission of School District 148 is to
challenge and support all students to reach their highest level of performance.*

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- e) provides adequate strategies in preparation for test taking.

First Evaluation

Second Evaluation

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PLANNING

The teacher:

- a) organizes the timing, sequencing, and pacing of lessons to respond to individual student's needs.
- b) ensures that the academic and social goals of the curriculum are clearly understood by the students.
- c) demonstrates organizational planning to reach long term goals and designated standards.
- d) utilizes a wide variety of teaching strategies and learning activities consistent with individual student's needs.
- e) maintains clearly defined and accessible seating charts, lesson plans, schedules, learning materials, etc.

First Evaluation

Second Evaluation

COOPERATION WITH COLLEAGUES

The teacher:

- a) works with colleagues to enhance knowledge and strategies in his/her field.
- b) exhibits cooperation, understanding, tact, and patience in professional association with all personnel to maintain a positive school climate.
- c) recognizes and supports the work and responsibilities of all school personnel.

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- d) supports school wide activities by sharing in school problem solving and decision making.
- e) utilizes resource and support personnel for the benefit of students.

First Evaluation

Second Evaluation

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PROFESSIONALISM

The teacher:

- a) completes and submits necessary paper work accurately and on time.
- b) works to establish and maintain a cooperative and respectful relationship between home and school.
- c) continues professional growth through staff development.
- d) supports District 148 educational philosophy and goals by adhering to District and school policies.
- e) is punctual and consistent in reporting to work.
- f) meets and instructs students at designated locations and times.
- g) is self-controlled as exhibited by the use of appropriate language, voice, or action.
- h) contributes to the solution of educational concerns.

First Evaluation

Second Evaluation

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