

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

TEACHER EVALUATION INSTRUMENT

Teacher _____ School Year _____

Location _____ Assignment _____

**Performance Scale - E – Excellent
 S – Satisfactory
 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 _____

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

PERFORMANCE RATING

Excellent

The teacher's performance is of commendable quality. Multiple strengths in many areas are documented. Identified weaknesses may be improved without the intervention of an administrator. The teacher impacts positively upon students and the school environment and serves as a model for other educators.

Satisfactory

The teacher's performance is of acceptable quality. Identified weaknesses may be improved by the teacher or by the intervention of an administrator.

Unsatisfactory

The teacher's performance is unacceptable. It reveals significant weaknesses in many areas. Identified weaknesses require the direct intervention of an administrator.

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

First Evaluation

Second Evaluation

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

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.

First Evaluation

Second Evaluation

**BOARD OF EDUCATION, DISTRICT 148
DOLTON, COOK COUNTY, ILLINOIS
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.
- e) provides adequate strategies in preparation for test taking.

First Evaluation

Second Evaluation

**BOARD OF EDUCATION, DISTRICT 148
DOLTON, COOK COUNTY, ILLINOIS
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.
- 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

**BOARD OF EDUCATION, DISTRICT 148
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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