Comprehensive Evaluation Phase

Who:
- Teachers with more than three years of satisfactory service who are demonstrating standards of effective teaching. A comprehensive evaluation will be completed once every three years.

Purpose:
- To support teacher-led self assessment
- To promote professional growth
- To enhance student learning
- To provide feedback on professional issues
- To focus on Balanced Scorecard initiatives

What:
- A formal self-assessment for teachers
- Identify components to be assessed
- Formal and informal classroom observations to assess professional practices

Method:
- Teacher conducts self-assessment
- Teacher and administrator determine which components the teacher will be assessed on based on specific need or interest
- Formal observations by administrator with pre- and post-conferences
- Summative review written by administrator and teacher prior to March 15

Step 1 - Self Assessment

Step 2 - Identification

Step 3 - Pre-Observation

Step 4 - Observation

Level of Performance - Rating Sheets

Formal observations and evaluation of performance based on the following items:

Domain 1: Planning and Preparation

Domain 2: Classroom Culture

Domain 3: Curriculum and Instruction

Domain 4: Professional Responsibilities