

**TULSA PUBLIC SCHOOLS - TEACHER'S CONFIDENTIAL EVALUATION**

Teacher \_\_\_\_\_ Date(s) of observations \_\_\_\_\_  
 School \_\_\_\_\_ Assignment \_\_\_\_\_

Insert numeric ranking in each cell with 1 = Ineffective 2; = Needs Improvement;  
 3 = Effective; 4 = Highly Effective; 5 = Superior; N/A = Not Applicable

1	2	3	4	5
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Average  
#DIV/0!

**CLASSROOM MANAGEMENT**.....

1. Plans for delivery of the lesson relative to short term and long term objectives.					
2. Clearly defines expected student behavior.					
3. Assures a contribution to building-wide positive climate responsibilities.					
3a. Contributes to and enforces orderly behavior throughout the school.					
3b. Follows procedures to protect the health and safety of the students.					
4. Develops daily lesson plans designed to achieve the identified objectives.					
5. Utilizes assessment patterns that are fairly administered / based on identified criteria.					

**INSTRUCTIONAL EFFECTIVENESS / Involves All Learners**.....

#DIV/0!

6. Uses questioning techniques and/or guided practices to involve all students in active learning.					
6a. Engages learners in active learning 80% or more of class time.					
6b. Uses cooperative learning activities, advance organizers, teaching strategies that foster participation of students and activities that address a variety of learning styles / multiple intelligences to involve all learners.					
6c. Asks critical thinking questions frequently throughout the lesson and uses questioning techniques to involve all learners.					
6d. Uses language that increases student awareness of learning.					
6e. Requires participation of all students.					

**INSTRUCTIONAL EFFECTIVENESS / Explains Content**.....

#DIV/0!

7. Teaches the objectives through a variety of methods.					
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**INSTRUCTIONAL EFFECTIVENESS / Explains Directions**.....

#DIV/0!

8. Gives directions that are clearly stated and related to the learning objectives.					
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**INSTRUCTIONAL EFFECTIVENESS / Models**.....

#DIV/0!

9. Demonstrates the desired skill or process.					
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**INSTRUCTIONAL EFFECTIVENESS / Monitors**.....

#DIV/0!

10. Checks to determine if students are progressing toward stated objectives.					
10a. Moves around the room while students are working on guided practice.					
10b. Uses different types of student response techniques, both individual and group.					
10c. Uses appropriate wait-time in questioning.					

Teacher \_\_\_\_\_ Date(s) of observations \_\_\_\_\_

1	2	3	4	5
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Average  
#DIV/0!

**INSTRUCTIONAL EFFECTIVENESS / Adjusts Based Upon Monitoring**.....

11. Changes instruction based on the results of monitoring.

11a. Reinforces the effort of students with positive feedback that is timely and specific.

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11b. Provides a method for students to track their own effort and accomplishments.

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11c. Provides appropriate, timely and specific feedback to students on instructional involvements.

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11d. Responds to students' answers to questions appropriately.

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11e. Responds to students' questions appropriately.

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11f. Primarily provides feedback that is constructive.

11g. Re-teaches learning in different ways that is not mastered.

**INSTRUCTIONAL EFFECTIVENESS / Establishes Closure**.....

#DIV/0!

12. Summarizes and fits into context what has been taught.

12a. Summarizes or teaches students to summarize new learning in a variety of ways.

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12b. Assesses mastery of the new learning to determine if independent practice is appropriate.

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**INSTRUCTIONAL EFFECTIVENESS / Student Achievement Indicators**.....

#DIV/0!

13. Use of common / varied assessments, tracking of student progress, use of data from various assessments, recognition of student achievement, appropriately modifying assessments.

13a. Uses data from various assessments to modify instruction and guide intervention strategies.

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13b. Recognizes student progress and achievement regularly.

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13c. Appropriately and consistently adheres to IEPs and modifies assessments for special student populations if required in the IEP.

**PROFESSIONAL GROWTH AND CONTINUOUS IMPROVEMENT**.....

#DIV/0!

14. Uses Professional Growth as a Continuous Improvement Strategy

Growing and developing professionally.

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**INTERPERSONAL SKILLS**.....

#DIV/0!

15. Effective Interactions and Communications with Stakeholders

15a. Interacts with families in a positive and professional manner.

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15b. Uses effective communication skills with students.

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15c. Cooperates and collaborates with peers.

Teacher \_\_\_\_\_ Date(s) of observations \_\_\_\_\_

<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
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Average  
#DIV/0!

**LEADERSHIP**.....

16a. Service to the School				
16b. Participation in School and District Projects				
16c. Service to the Profession				
16d. Student Advocacy				

**Summary of Effectiveness by DOMAIN:**

	<u>Average</u>	<u>Weight of Domain by Percentage</u>
CLASSROOM MANAGEMENT / PREPARATION	#DIV/0!	20%
INSTRUCTIONAL EFFECTIVENESS	#DIV/0!	55%
PROFESSIONAL GROWTH AND CONTINUOUS IMPROVEMENT	#DIV/0!	10%
INTERPERSONAL SKILLS	#DIV/0!	10%
LEADERSHIP	#DIV/0!	5%

See RUBRIC for Definitions

1 = Ineffective  
 2 = Needs Improvement  
 3 = Effective  
 4 = Highly Effective  
 5 = Superior  
 N/A = Not Applicable

**COMPOSITE, WEIGHTED AVERAGE for EVALUATION** **#DIV/0!**

Any ranking of 1.0 and 2.0 on any component of this Evaluation requires a Personal Development Plan to be attached to this document.

**Evaluator Comments:**

Teacher's Signature\* \_\_\_\_\_ Date \_\_\_\_\_

Evaluator's Signature \_\_\_\_\_ Date \_\_\_\_\_

\*The Teacher's Signature is an acknowledgement that the teacher has received the Evaluation on the date indicated.