

EVALUATION FOR THE IMPROVEMENT OF INSTRUCTION

Teacher _____ Position _____ School _____

| Evaluation Areas | Exceeds Acceptable Standards | Meets Acceptable Standards | Needs Improvement | Unsatisfactory | Non Applicable - (N/A) | Comments |
|---|------------------------------|----------------------------|-------------------|----------------|------------------------|----------|
| I. Instructional Process | | | | | | |
| 1 Prepares and communicates specific and realistic instructional objectives. | | | | | | |
| 2 Prepares daily lesson plans to achieve objectives. | | | | | | |
| 3 Presents material in a well-organized fashion in order to use class time effectively. | | | | | | |
| 4 Uses student ideas in instruction and strives for pupil participation, when possible. | | | | | | |
| 5 Uses varied teaching strategies and materials that stimulate student learning and provide feedback to the teacher. | | | | | | |
| 6 Uses pupil assignments that are sufficient for learning, and are relevant to life experiences. | | | | | | |
| 7 Monitors student progress continuously and adjusts the pace accordingly. | | | | | | |
| 8 Evaluates student progress in positive terms. | | | | | | |
| 9 Makes certain instructive materials and procedures are understood. | | | | | | |
| 10 Demonstrates knowledge of subject. | | | | | | |
| 11 Diagnoses needs of exceptional students; seeks assistance of specialists. | | | | | | |
| 12 Uses innovative and creative approaches to instruction. | | | | | | |
| 13 Collects appropriate baseline and post-instructional data to determine student progress toward course outcomes | | | | | | |
| II. Interpersonal Relationships | | | | | | |
| 1 Displays sensitivity to students' social, economic and cultural differences. | | | | | | |
| 2 Shows respect for dignity and integrity of students. | | | | | | |
| 3 Displays fairness, impartiality, objectivity and consistency in treatment of students. | | | | | | |
| 4 Attempts to provide opportunities for all students to experience success and growth. | | | | | | |
| 5 Communicates effectively with students both verbally and non-verbally. | | | | | | |
| 6 Recognizes and reinforces positive student behavior. | | | | | | |
| 7 Interacts positively and productively with parents. | | | | | | |
| 8 Interacts positively and effectively with peers and co-workers. | | | | | | |
| 9 Contributes to overall harmonious working relationships with building staff by being positive, supportive, understanding, and accepting of differences. | | | | | | |
| 10 Interacts productively and professionally with administrators | | | | | | |

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| III. Classroom Management | | | | | | |
| 1 Effectively organizes and directs classroom activities in order to minimize behavioral problems. | | | | | | |
| 2 Effectively communicates classroom policies and procedures to students. | | | | | | |
| 3 Assists students in developing self-discipline skills. | | | | | | |
| 4 Handles discipline problems in a firm, fair and consistent manner. | | | | | | |
| 5 Maintains effective pupil control both in and outside the classroom. | | | | | | |
| 6 Establishes and maintains a pleasant and interesting classroom atmosphere that is conducive to learning. | | | | | | |
| 7 Uses praise and reinforcement effectively to acknowledge positive performance and behavior. | | | | | | |
| 8 Uses constructive criticism when necessary, but makes a concerted effort to do so in a manner that leaves the student's self-concept undamaged. | | | | | | |
| IV Personal and Professional Qualities | | | | | | |
| 1 Behaves in a manner which reflects positively on the teaching profession. | | | | | | |
| 2 Demonstrates initiative and self-reliance. | | | | | | |
| 3 Demonstrates enthusiasm and interest in students, activities and school. | | | | | | |
| 4 Communicates effectively (written and oral.) | | | | | | |
| 5 Exercises good judgment in regard to personal appearance. | | | | | | |
| 6 Maintains a level of health necessary to perform assigned duties. | | | | | | |
| 7 Exercises personal control in difficult situations. | | | | | | |
| 8 Responds well to constructive suggestions. | | | | | | |
| 9 Strives for improvement by engaging in personal and professional growth activities. | | | | | | |
| 10 Exhibits flexibility in day-to-day job performance. | | | | | | |
| 11 Is punctual in attendance and in meeting timelines. | | | | | | |
| 12 Is readily available and accessible to students. | | | | | | |

ARKANSAS CITY UNIFIED SCHOOL DISTRICT #470
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V. Recognized Strengths:

VI. Recommendation for Improvements:

VII. General Comments:

_____ Date

_____ Teacher's Signature

Signature does not necessarily mean agreement with evaluation

_____ Date

_____ Administrator's Signature

Items checked as unsatisfactory on this evaluation instrument are to be followed by a Plan of Assistance.

The evaluatee has the right to reply to any comments on the evaluation. A copy of the rebuttal must be turned into the evaluator within two weeks after receiving the evaluation. It will be attached to the instrument and forwarded to the district office.