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Clancy Elementary

Box 209
Clancy, MT 59634
County Name - Jefferson

2009-2010 Student Enrollment - 284

Teacher Evaluation

1) Where is the formal written evaluation process for teachers defined?

Answer – Other-explain
The evaluation process is defined in both the school policy manual and the collective bargaining agreement the evaluation process was defined by a collaborative effort including administration, trustees and teachers.

2) How often are non-tenured teachers required to receive a formal written evaluation?

Answer - Two times a year

3) How often are tenured teachers required to receive a formal written evaluation?

Answer - Other-explain
One formal written evaluation per year. One midyear and one end of year review of Professional Development Plan.

4) Check all components that are utilized in the teacher evaluation instrument. **X indicates selected answer(s)**

X Rating scale
X Evaluation rubric
X Standards based evaluation
X Teacher Reflection/self-evaluation
X Peer Evaluation
Other –

5) Please describe how the district uses the results in making decisions relating to teacher development, compensation, promotion, retention, and removal.

Answer - Teacher development, compensation, promotion, retention,and removal are all determined by the results collected by the evaluation process. All of the above mentioned areas are reviewed and a decision is made regarding each teacher using a broad based approach were individual components are combined into the review process to develop an overall recommendation.

6) Does the system used by the district to evaluate the performance of teachers include student achievement outcomes or student growth data as an evaluation criterion?

Answer - Yes

7) Do the district's teachers receive an overall performance rating or level as part of the formal evaluation process? An example of performance level names would be: Ineffective, Effective, Highly Effective.

Answer - Yes

8) If you Answered Yes to question 7 above, does your system publicly report the number and percentage of teachers at each performance level?

Answer – No

Principal Evaluation

1) Where is the formal written evaluation process for principals defined?

Answer - District policy

2) How often are non-tenured principals required to receive a formal written evaluation?

Answer – Other-explain

Minimum of once annually, but additional evaluations may be conducted if needed.

3) How often are tenured principals required to receive a formal written evaluation?

Answer - Other-explain

Minimum of once annually, but additional evaluations may be conducted if needed.

4) Which of the following components are utilized in the principal evaluation instrument? **X indicates selected answer(s)**

X Rating scale
X Evaluation rubric
X Evaluator narrative
X Standards based evaluation
X Principal reflection/self-evaluation
Other-

5) Please describe how the district uses the results in making decisions relating to principal development.

Answer - The results are reviewed and a recommendation is made each year to the School Board to continue or terminate the contract of the principal.

6) Does the system used by the district to evaluate the performance of principals include student achievement outcomes or student growth data as an evaluation criterion?

Answer - No

7) Do the district's principals receive an overall performance rating or level as part of the formal evaluation process? An example of performance level names would be: Ineffective, Effective, Highly Effective.

Answer - Yes