



## Colstrip Public Schools

PO Box 159

Colstrip, MT 59323

County Name - Rosebud

2009-2010 Student Enrollment - 624

### Teacher Evaluation

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

**Answer** – District policy

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

**Answer** - Other-explain

First-(1st)-Year Teachers (first (1st) formal teaching experience) – Two (2) times (written summary evaluation with prearranged observations). Nontenured Teachers (two (2) years of experience or less and teachers new to the District) – One (1) time (writt

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

**Answer** - Other-explain

Tenured teachers will have three (3) informal observations per year. Every three (3) years the tenured teacher evaluation process will include: YEAR 1: A written summary evaluation without a prearranged observation. YEAR 2: A monitored professional de

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

Rating scale

Evaluation rubric

Standards based evaluation

Teacher Reflection/self-evaluation

Peer Evaluation

**X** Other – combination of narrative and checklist with narrative

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

**Answer** - The District uses the results to determine if there are any areas of needed improvement and if so, job targets are developed to address those areas/s.

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** - No

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** - No

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 –**

## **Principal Evaluation**

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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 –** Annually

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

**Answer -** Annually

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

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

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

**Answer -** If improvement is needed, the principal would be placed on job targets to address the area/s of needed improvement.

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 -** No