



Cottonwood Elementary

14627 Wildhorse Road
Havre, MT 595018067
County Name - Hill

2009-2010 Student Enrollment - 17

Teacher Evaluation

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

Three times a year during Year 1; two times a year during Years 2 & 3

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

Answer - Annually

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
- Other – Evaluator narrative

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

Answer - Summary of evaluations presented in Feb. or Mar. (Board decision). Strengths noted as well as weaknesses; staff development may be recommended. Complete assessments only shared with teacher when reviewed with her by me. Teacher is notified when summary will be made available to Board and is given a copy before meeting. Board decides whether to renew contract at Board meeting.

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 – No

Principal Evaluation

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

Answer - Other-explain

NA

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

Answer – Other-explain

NA

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

Answer - Other-explain

NA

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- NA

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

Answer - There is no principal for this school system. The elected county superintendent handles administrative responsibilities and the elected school board makes decisions on other matters.

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