



## Creston Elementary

4495 Montana 35  
Kalispell, MT 59901  
County Name - Flathead

2009-2010 Student Enrollment - 87

### Teacher Evaluation

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

**Answer** – Collective bargaining agreement

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** - 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 –

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

**Answer** - If the evaluation instrument shows that a teacher is ineffective in a certain area, we try to ensure that professional development is provided. If a teacher is consistently ineffective, we use the evaluation tool to document reasons for nonrenewal.

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
- Other-

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

**Answer** - When the principal receives the results of the Board's evaluation, she uses them as a tool for self-evaluation, which can lead to professional development.

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