



Custer K-12 Schools

Box 69

Custer, MT 59024

County Name - Yellowstone

2009-2010 Student Enrollment - 82

Teacher Evaluation

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

Answer – Other-explain

Collective bargaining agreement and district policy

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 – Evaluator narrative

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

Answer - Identifies areas of strengths and weaknesses. Teachers may be placed on Plans for Improvement. Evaluations are not used for promotion or compensation. Non-tenured teachers who do not show significant growth can be non-renewed.

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

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 - NA

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