



Havre Public Schools

Box 7791
Havre, MT 59501
County Name - Hill

2009-2010 Student Enrollment - 1915

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 - Two times a year

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

Answer - Every third year

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 - There isn't a formal results driven process for teacher development, compensation, and promotion. The teacher is either recommended for rehire or removal.

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 - 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 - There is no formal results driven decision making process for principal development and promotion. There is a compensation incentive program for principals based on achieving agreed upon individual goals.

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