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Heart Butte K-12 Schools

PO Box 259
Heart Butte, MT 59448
County Name - Pondera

2009-2010 Student Enrollment - 164

Teacher Evaluation

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
X 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 - We are currently reassessing the whole Teacher Evaluation system/process. It has been intermittingly used in the past and has not been used very effectely at all. The Teacher Evaluation process and instrument has been very ineffective! A new system and evaluation instrument needs to be developed and implemented.

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 - Determined by district leadership

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

Answer – Two times a year

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
X	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 - Results are used in making decisions related to the principal's retention and/or removal

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