



Lincoln K-12 Schools

PO Box 39

Lincoln, MT 59639

County Name - Lewis & Clark

2009-2010 Student Enrollment - 168

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
- 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 - Areas may be identified for improvement. Suggestions for improvement may include: specific PD training, school observations, curriculum development and strengthening skills and concepts, classroom management or a specific detailed plan of improvement. Teacher compensation, promotion, retention, removal and RIF are stated in the CBA as well as applicable Montana School Laws.

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 - Yes

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 - 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 - Areas may be identified for improvement. Principals are encouraged to attend professional meetings, workshops; participate in a variety of professional development activities. Terms of employment, benefits and salary are negotiated and determined by an employment contract/agreement which is approved by the School Board of Trustees. Employment and dismissal is also stated in applicable Montana School Laws.

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