



## Marion Elementary

205 Gopher Lane  
Marion, MT 59925  
County Name - Flathead

2009-2010 Student Enrollment - 118

### Teacher Evaluation

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

**Answer** – Determined by a collaborative effort of district/ school leadership and instructional staff

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** - Marion School uses an evaluation based rating scale. This rubric is designed to make sure that a teacher is meeting the needs of the students as well as making sure that the teacher is using best practices to meet state standards. Teachers who are unable to meet either of these needs are put on a growth plan.

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** - Yes

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**

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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)**

- X** Rating scale
- X** Evaluation rubric
- Evaluator narrative
- X** 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** - The Marion school board has adopted an evaluation instrument which checks to see that the principal is meeting state standards as well as other criteria. Based upon the score recieved, the principal can be rehired, asked to working on continuing education such as PIR, or released.

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** - Yes

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** - Yes