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Olney-Bissell Elementary

5955 Farm To Market Road
Whitefish, MT 59937
County Name - Flathead

2009-2010 Student Enrollment - 84

Teacher Evaluation

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)**

X 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 - The results of the evaluations are used in teacher development in helping teachers improve in their instruction. The results are also used in the rehire and removal process.

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 - 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

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

Answer - Determined by a collaborative effort of district and school leadership

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
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 - The results are used in principal development for improvement, and in rehire and 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 - Yes