



Opheim K-12 Schools

Box 108
Opheim, MT 59250
County Name - Valley

2009-2010 Student Enrollment - 52

Teacher Evaluation

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

Answer – Other-explain

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 - Three 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 - it is not reflected w.r.t. compensation or promotion the goal is to improve educational delivery therefore information gained via observation is used to improve delivery

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 - Not formally evaluated

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

Answer – Not formally evaluated

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

Answer - Not formally evaluated

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
- X** Principal reflection/self-evaluation
- Other-

5) Please describe how the district uses the results in making decisions relating to principal development.

Answer - there is not a principal -- we have one person doing the role of supt./principal -- therefore the board does an eval on the supt. --and this flows over to the area of 'principal'

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 - No