



Pioneer Elementary

1937 Dover Road
Billings, MT 59105
County Name - Yellowstone

2009-2010 Student Enrollment - 54

Teacher Evaluation

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

Answer – Other-explain
Determined by County Superintendent

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

Answer - Annually

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

Answer - Every third year

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 - County Superintendent does observations and evaluations once per year for non tenured. If the supt. feels that a teacher is not fulfilling their job duty, the information is sent to the School Board. The School Board makes all final decisions on firing/hiring of staff.

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 - Other-explain
No Principal at this school.

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

Answer – Other-explain
No Principal at this school

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

Answer - Other-explain
No Principal at this school.

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
- X** Other- No principal at this school.

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

Answer - Pioneer School does not have a principal. All duties are held by the County Superintendent with help from the Lead Teacher and School Board.

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