



## Somers Elementary

PO Box 159

Somers, MT 59932

County Name - Flathead

2009-2010 Student Enrollment - 582

### Teacher Evaluation

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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 –

5) Please describe how the district uses the results in making decisions relating to teacher development, compensation, promotion, retention, and removal.

**Answer** - Teacher evaluations are the key element in our decisions about retention and removal. The evaluation may lead to a plan of improvement, which ultimately may result in non-renewal of contract.

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** - No

## **Principal Evaluation**

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

**Answer** - Determined by district 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)**

- 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 evaluation is used to help determine whether a principal will be retained.

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