



Victor K-12 Schools

425 4th Avenue
Victor, MT 59875
County Name - Ravalli

2009-2010 Student Enrollment - 366

Teacher Evaluation

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 – Principal input summation

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

Answer - Collaborative decisions on the hiring of a teacher or improvement plans involving all teachers. This conversation is between the principal and superintendent.

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 - No

Principal Evaluation

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 - Other-explain

Annually unless job performance is inadequate.

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 Superintendent does the evaluation. There is a component of summary in various areas with improvement needed described.

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