



Wisdom Elementary

PO Box 176

Wisdom, MT 59761

County Name - Beaverhead

2009-2010 Student Enrollment - 18

Teacher Evaluation

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

Answer – Other-explain

Determined by district policy and county superintendent

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 – County Superintendent's observation notes

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

Answer - Because we are a small rural school, the county superintendent is responsible for conducting teacher evaluations. The Board typically does not receive a copy of the evaluation reports from the county superintendent, but the teachers are always very willing to share them when asked. Often times, Board members do not put much emphasis on a recommendation/evaluation from the county superintendent because they feel the county superintendent sees a teacher's performance for only a few hours, one or two days out of an entire school year. For FY10, the county superintendent's second/final evaluations were not conducted until May. This was weeks after the Board had already made their decisions regarding retention or removal of staff for the 2010-2011 school year. Therefore, the Board feels the county superintendent's evaluations/recommendations are not a very effective tool for them when it comes to retention or removal of their teachers. In our small rural school, Board members have a personal knowledge of a teacher's effectiveness because, in many instances, their children attend that school. Board members conduct their own evaluations (be this a fair or unfair measure) based on their personal knowledge of how their child is performing in school and on State testing, the feedback they receive from their children, feedback from their spouses who volunteer/work at school, other parents from school and community members. Those personal evaluations determine teacher development, retention, and removal. Compensation is strictly dependent

on funds available and is not given as a result of evaluation reports. Promotion is not a factor in this two-teacher, one-school district. The one year mentioned above was due to bad weather. Most evaluations are done in March.

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 - Other-explain

NA. No principal

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

Answer – Other-explain

NA. No principal

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

Answer - Other-explain

NA. No principal

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- NA. No principal

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

Answer - NA. No 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 - 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