

DIXON PUBLIC SCHOOLS #170

"A Place to Grow"

Non-Tenured Teacher Evaluation Instrument

Teacher's Name _____ Position _____

Building _____ School Year _____ Date _____

A rating for each standard should be selected per ILCS 24A-15. The rating is selected to demonstrate an overall perception of the teacher's performance. The review meeting between the administrator and teacher will include dialogue regarding the varying degree of performance within each area in this evaluation form. The following guide should be used when selecting a rating for each function under the specific standard. The overall rating for the standard is the average of the functions for each standard. The performance evaluation rating is an average of the overall ratings for each individual function divided by the total number observed.

1. Unsatisfactory - Knowledge and performance are not acceptable. The teacher needs to take immediate steps to improve his or her knowledge and/or performance in this area.
2. Needs Improvement – Knowledge and performance needs improvement to meet district standards.
3. Proficient - Knowledge and performance in this area meets district standards.
4. Excellent - Knowledge and performance in this area exceeds district standards.

Domain 1:					
PLANNING AND PREPARATION					
Overall Rating on this Standard (check one)	Unsatisfactory	Needs Improvement	Proficient	Excellent	
FUNCTIONS:	Unsatisfactory	Needs Improvement	Proficient	Excellent	Not Demonstrated or Not Observed
1a. Demonstrating knowledge of content and pedagogy					
1b. Knowledge of students					
1c. Setting instructional outcomes					
1d. Knowledge of instructional strategies					
1e. Designing student assessments					
Summary of Performance:					

Summary of Performance (continued):

DOMAIN 2: THE CLASSROOM ENVIRONMENT				
Overall Rating on this Standard (check one)	Unsatisfactory	Needs Improvement	Proficient	Excellent

FUNCTIONS:	Unsatisfactory	Needs Improvement	Proficient	Excellent	Not Demonstrated or Not Observed
2a. Creating an environment of respect and rapport					
2b. Establishing a culture for learning					
2c. Managing classroom procedures					
2d. Managing student behavior					
2e. Organizes physical space					
Summary of Performance:					

DOMAIN 3: INSTRUCTION				
Overall Rating on this Standard (check one)	Unsatisfactory	Needs Improvement	Proficient	Excellent

FUNCTIONS:	Unsatisfactory	Needs Improvement	Proficient	Excellent	Not Demonstrated or Not Observed
3a. Communicating with students					
3b. Using questioning and discussion techniques					
3c. Engaging students in learning					
3d. Using assessment in instruction					
3e. Demonstrating flexibility and responsiveness					
Summary of Performance:					

DOMAIN 4: PROFESSIONAL RESPONSIBILITIES				
Overall Rating on this Standard (check one)	Unsatisfactory	Needs Improvement	Proficient	Excellent

FUNCTIONS:	Unsatisfactory	Needs Improvement	Proficient	Excellent	Not Demonstrated or Not Observed
4a. Maintaining accurate records					
4b. Communicating with families					
4c. Participating in a professional community					
4d. Growing and developing professionally					
4e. Showing professionalism					
Summary of Performance:					

