

McKenzie County Public School District #1

Teacher Evaluation Process

The McKenzie County Public School District #1 schools have a hierarchy of how we evaluate our teachers. We utilize best practices, ELEOT (Effective Learning Environment Observation Tool) and the Marshall Teacher Evaluation Rubrics Model.

Teachers are evaluated throughout the year a few different ways: (1) 5-10 min quick drop ins; (2) Suggestions for Great Teaching self reflection / administration reflection; (3) Marshall Teacher Evaluation Rubric (December 15 and March 15)

The evaluation process is used as an improvement tool along with determining individual and school-wide professional development.

Link to Marshall Teacher Evaluation Rubrics:

<http://www.ndcel.org/cms/lib2/ND07001211/Centricity/Domain/44/2014%20Conference%20Presentations/Marshall/Teacher%20rubrics%20Jan%202014.pdf>

Link to ELEOT:

<http://www.butlerschools.net/userfiles/166/Classes/2608/EffectiveLearningEnvironmentsObservationTool04-20-12.pdf>

Suggestions for Great Teaching Checklist:

- Greet students at the door –
- Objective of the day is on the board / gone over—
- Bell ringer (short, to the point, standards based)—
- Students learned from bell to bell.—
- Posted “I can statements” —
- Agenda of the day / Schedule was shared—
- Students knew / learned the routines for what we do everyday.
- Had a passion for their job today (Made it exciting, had humor, engaged students)—
- Lesson Plans are posted in the classroom—

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- Used Technology—
- Students worked in groups / Station work—
- Teacher differentiated instruction—
- Avoided power struggles.—
- Posts student work / Praises good student work / behavior. -
- Teacher is active around the classroom—
- Had an exit ticket / closed checking for understanding of objective.—
- Moves around the classroom effectively helping students / building a positive relationship—
- Had a student led activity—

The goal of the evaluation process is to make all teachers the best teachers they can be for the betterment of our school district, the teachers themselves, and most importantly the students of McKenzie County School District # 1!!!

