

# Teacher Evaluation Report

Teacher Massey, William

Assignment Art 6,7,8

School Northern Granville Middle School

Date 05/19/2009

### INSTRUCTIONS

- o Based on the evidence from the formal observation of an entire class period, the pre-conference notes, rating form, and discussion, artifacts, and the Individual Growth Plan, the evaluator is to rate the teacher's performance with respect to the 8 major functions of teaching listed below.
- o The evaluator must add pertinent comments at the end of each major function for which a rating of Above Standard, Below Standard, or Unsatisfactory is given.
- o The teacher is provided an opportunity to react to the evaluator's ratings and comments.
- o The evaluator and the teacher must discuss the results of the appraisal and any recommended actions pertinent to it.
- o The teacher and the evaluator must sign the instrument in the assigned spaces.
- o The instrument must be filed in the teacher's personnel folder.
- o The rating scale will include the four Levels of Performance described below.

**4. Above Standard**

*Performance is consistently high. Teaching practices are demonstrated at a high level. Teacher seeks to expand scope of competencies and undertakes additional, appropriate responsibilities.*

**3. At Standard**

*Performance within this function area is consistently adequate/acceptable. Teaching practices fully meet all performance expectations at an acceptable level. Teacher maintains an adequate scope of competencies and performs additional responsibilities as assigned.*

**2. Below Standard**

*Performance within this function area is sometimes inadequate/unacceptable and needs improvement. Teacher requires supervision and assistance to maintain an adequate scope of competencies and sometimes fails to perform additional responsibilities as assigned.*

**1. Unsatisfactory**

*Performance within this function area is consistently inadequate/unacceptable and most practices require considerable improvement to fully meet minimum performance expectations. Teacher requires close and frequent supervision in the performance of all responsibilities.*

	Above Standard	At Standard	Below Standard	Unsatisfactory
<b>1.00 Major Function: Management of Instructional Time</b>	<b>X</b>			
1.01 Teacher has materials, supplies, and equipment ready at the start of the lesson or instructional activity.	X			
1.02 Teacher gets the class started quickly.	X			
1.03 Teacher uses available time for learning and keeps students on task.	X			

*Comments: Students enter the classroom and are very aware of the routine. The students are on task the entire period.*

	Above Standard	At Standard	Below Standard	Unsatisfactory
<b>2.00 Major Function: Management of Student Behavior</b>	<b>X</b>			
2.01 Teacher has established a set of rules and procedures that govern the handling of routine administrative matters.	X			
2.02 Teacher has established a set of rules and procedures that govern student verbal participation and talk during different types of activities-whole class instruction, small group instruction, etc..	X			

2.03	Teacher has established a set of rules and procedures that govern student movement in the classroom during different types of instructional activities.	X			
2.04	Teacher frequently monitors the behavior of all students during whole-class, small group, and seat work activities and during transitions between instructional activities.	X			
2.05	Teacher stops inappropriate behavior promptly and consistently, yet maintains the dignity of the student.	X			
2.06	Teacher analyzes the classroom environment and makes adjustment to support learning and enhance social relationships.	X			

Comments: The environment is orderly and students know the rules.

3.00 Major Function: Instructional Presentation		Above Standard	At Standard	Below Standard	Unsatisfactory
		X			
3.01	Teacher links instructional activities to prior learning.	X			
3.02	Teacher understands the central concepts, tools of inquiry, and structures of the discipline(s) he or she teaches and creates learning activities that make these aspects of subject matter understandable and meaningful for students.	X			
3.03	Teacher speaks fluently and precisely.	X			
3.04	Teacher provides relevant examples and demonstrations to illustrate concepts and skills..	X			
3.05	Teacher assigns tasks and asks appropriate levels of questions that students handle with a high rate of success.	X			
3.06	Teacher conducts the lesson or instructional activity at a brisk pace, slowing presentations when necessary for student.	X			
3.07	Teacher makes transitions between lessons and between instructional activities within lessons effectively and smoothly.	X			
3.08	Teacher makes sure that assignment is clear.	X			
3.09	The teacher creates instructional opportunities that are adapted to diverse learners.	X			

- 3.10 The teacher uses instructional strategies that encourage the development of critical thinking, problem solving, and performance skills.
- 3.11 The teacher uses technology to support instruction.
- 3.12 The teacher encourages students to be engaged in and responsible for their own learning.

X			
X			
X			

*Comments: Each lesson begins with a warm up that is timed. The lessons are so well planned that the students are able to anticipate the steps of the lesson. The teacher uses plenty of inquiry at a higher level and this helps students to think about every day problems. Lessons are adapted to students who have difficulty with some concepts. Mr. Massey encourages students to be the great instead of just good or fair students.*

4.00 Major Function: Instructional Monitoring		Above Standard	At Standard	Below Standard	Unsatisfactory
		X			
4.01	Teacher maintains clear, firm, and reasonable work standards and due dates.	X			
4.02	Teacher circulates to check all students' performance.	X			
4.03	Teacher routinely uses oral, written, and other work products to evaluate the effects of instructional activities and to check student progress.	X			
4.04	Teacher poses questions clearly and one at a time.	X			
4.05	Teacher uses student responses to adjust teaching as necessary.	X			

*Comments: The teacher constantly monitors student learning by circulating among the students and using questioning to determine the understanding of the students. He adjusts lessons according to the responses of the students.*

5.00 Major Function: Instructional Feedback		Above Standard	At Standard	Below Standard	Unsatisfactory
		X			
5.01	Teacher provides feedback on the correctness or incorrectness of in-class work to encourage student growth.	X			
5.02	Teacher regularly provides prompt feedback on out-of-class work.	X			
5.03	Teacher affirms a correct oral response appropriately and moves on.	X			
5.04	Teacher provides sustaining feedback after an incorrect response by probing, repeating the question, giving a clue, or allowing more time.	X			
5.05	The teacher uses knowledge of effective verbal and non-verbal communication techniques to foster active inquiry, collaboration, and supportive interaction in the classroom.	X			

Comments: The teacher constantly ask questions of students to keep them active and involved in the lesson. He gives them prompt and postive feedback. the constant probing of the students enavles the teacher to know the understanding of the students.

6.00 Major Function: Facilitating Instruction		Above Standard	At Standard	Below Standard	Unsatisfactory
		X			
6.01	Teacher has long-and short-term instructional plans that are compatible with school and district curricular goals, the school improvement plan, the NC Standard Course of Study, and the diverse needs of students and the community.	X			
6.02	Teacher uses diagnostic information obtained from tests and other formal and informal assessment procedures to evaluate and ensure the continuous intellectual, social, and physical development of the learner.	X			
6.03	Teacher maintains accurate records to document student performance.	X			
6.04	Teacher understands how students learn and develop and plans appropriate instructional activities for diverse student needs and different levels of difficulty.	X			
6.05	Teacher uses available human and material resources to support the instructional program.	X			

Comments: The teacher has lessons aligned to the art curriculum. He also does an excellent job in dealing with the essentials of the AVID program. He keeps excellent records of student work.

7.00 Major Function: Communicating within the Educational Environment		Above Standard	At Standard	Below Standard	Unsatisfactory
		X			
7.01	Teacher treats all students in a fair and equitable manner.	X			
7.02	Teacher participates in the development of a broad vision of the school.	X			
7.03	Teacher fosters relationships with school colleagues, parents, and community agencies to support students' learning and well-being.	X			

Comments: Mr. Massey has an excellent relationship with his colleagues. He keeps students well informed of the progress of students.

8.00 Major Function: Performing Non-Instructional Duties		Above Standard	At Standard	Below Standard	Unsatisfactory
		X			
8.01	Teacher carries out non-instructional duties as assigned and/or as need is perceived to ensure student safety outside the classroom.	X			
8.02	Teacher adheres to established laws, policies, rules and regulations.	X			

8.03 Teacher follows a plan for professional development and actively seeks out opportunities to grow professionally.

X			
X			

8.04 Teacher is a reflective practitioner who continually evaluates the effects of his or her decisions and actions on students, parents, and other professionals in the learning community.

Comments: Mr. Massey performs all non instructional duties. He goes the extra mile for his students in providing experiences that will make them well rounded students and individuals.

**Strengths:**

1. Your lessons are well planned and delivered.
2. You have high expectations of the students his students and they rise to the expectations.
3. You would make a great mentor for a new teacher or a weak teacher.
4. Congratulations on being selected Teacher of the Year for NGMS
5. The students have the knowledge of the subject and this is evidenced when they are being questioned.
6. Keep up the good work!

**Areas of Improvement (Prioritized):**

**Evaluator's Summary Comments:**

Mr. Massey has completed his fourth year of teaching at NGMS. He was selected Teacher of the Year and this honor is well deserved. Thank you so much for teaching students that are somewhat difficult at times.

Teacher's Reactions to Evaluation

*Daniel J. Callaghan*  
Evaluator's Signature and Date

*Bill Massey*  
\*Teacher's Signature and Date

\*Signature indicates that the written evaluation has been seen and discussed and does not necessarily indicate agreement.