



BISMARCK PUBLIC SCHOOLS

BISMARCK, NORTH DAKOTA

[Students](#) [Parents](#) [Schools](#) [Employees](#) [Visitors](#)

you are here: [Home](#) >> [Employees](#) >> [Professional Excellence](#) >> [Teacher PEP](#) >> [Comprehensive Evaluation](#)

Comprehensive Evaluation Phase

Comprehensive Evaluation Phase

Who:

- Teachers with more than three years of satisfactory service who are demonstrating standards of effective teaching. A comprehensive evaluation will be completed once every three years.

Purpose:

- To support teacher-led self assessment
- To promote professional growth
- To enhance student learning
- To provide feedback on professional issues
- To focus on Balanced Scorecard initiatives

What:

- A formal self-assessment for teachers
- Identify components to be assessed
- Formal and Informal classroom observations to assess professional practices

Method:

- Teacher conducts self-assessment
- Teacher and administrator determine which components the teacher will be assessed on based on specific need or interest
- Formal observations by administrator with pre- and post-conferences
- Summative review written by administrator and teacher prior to March 15

Step 1 - Self Assessment

Step 2 - Identification

Step 3 - Pre-Observation

Step 4 - Observation

Level of Performance - Rating Sheets

Formal observations and evaluation of performance based on the following items:

Domain 1: Planning and Preparation

Domain 2: Classroom Culture

Domain 3: Curriculum and Instruction

Domain 4: Professional Responsibilities

Employees

- Forms
- Employee Directory Search
- Staff Development
- Professional Excellence
 - Teacher PEP
 - Induction
 - Professional Growth
 - Comprehensive Evaluation**
 - Improvement Plan
 - Library PEP
 - Counselor PEP
 - Specialist PEP
 - PEP Tools
- Academic Research
- Response to Intervention

Home



140th Anniversary

*District Alerts & Weather

[General Information](#)

- About Us
- Administration
- Assessment & Evaluation
- Calendars
- Contact Us

- Curriculum & Instruction
- Job Opportunities
- Lunch Menus
- School Board
- School Buildings
- Strategic Plan

Departments & Programs

- Activities
- Alumni - BPS Foundation
- Business & Accounting
- Child Nutrition
- Community Relations
- District STEM Education
- English Language Learner Program
- Facilities
- Gifted/Talented Education
- Home Education
- Human Resources
- Indian Education
- Library Services
- Preschool Services: Birth to 5
- Printing
- Special Education
- Surplus Store
- Technology
- Transportation

- View News & Updates
- View Upcoming Events
- eNews
- Site Map



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