

Cobb County School District

Cobb Keys Classroom Teacher Annual Performance Evaluation

I. IDENTIFICATION

Teacher:

SS#:

Location:

School Year:

II. PERFORMANCE STANDARDS *All Standards require individualized comments addressing the performance level of the related elements.*

A. Curriculum and Planning – *The teacher makes decisions about planning that demonstrate a deep understanding of grade level content knowledge, pedagogy, and GPS or State-approved curriculum implementation by appropriately planning for what students are expected to know, understand, and be able to do (see Performance Rubric).*

Not Evident Emerging Proficient

Commentary:

B. Standards-Based Instruction – *The teacher consistently uses research-based practices in the classroom, challenging all learners to achieve high levels of learning as defined by GPS or State-approved curriculum (see Performance Rubric).*

Not Evident Emerging Proficient

Commentary:

C. Assessment of Student Learning – *The teacher consistently uses a balanced variety of assessment techniques that are systematically implemented, resulting in appropriate interventions that foster continuous improvement for all (see Performance Rubric).*

Not Evident Emerging Proficient

Commentary:

D. Instructional Environment – *The teacher creates a safe, productive, collaborative, and inviting learning environment that fosters a sense of community and personal responsibility to ensure that students maximize learning (see Performance Rubric).*

Not Evident Emerging Proficient

Commentary:

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E. PROFESSIONAL DUTIES AND RESPONSIBILITIES: Select **S** if performance is "Satisfactory"; **N** if "Needs Improvement"; **U** if "Unsatisfactory".

<input type="checkbox"/> U <input type="checkbox"/> N <input type="checkbox"/> S	1. Reports to work as assigned
<input type="checkbox"/> U <input type="checkbox"/> N <input type="checkbox"/> S	2. Provides adequate information, plans, and materials for substitute teachers
<input type="checkbox"/> U <input type="checkbox"/> N <input type="checkbox"/> S	3. Enforces school procedures concerning student conduct and discipline
<input type="checkbox"/> U <input type="checkbox"/> N <input type="checkbox"/> S	4. Maintains accurate grades to document student performance
<input type="checkbox"/> U <input type="checkbox"/> N <input type="checkbox"/> S	5. Maintains confidentiality regarding student and records information
<input type="checkbox"/> U <input type="checkbox"/> N <input type="checkbox"/> S	6. Assumes responsibility for professional growth
<input type="checkbox"/> U <input type="checkbox"/> N <input type="checkbox"/> S	7. Maintains accurate and complete records and submits as required and on-time.
<input type="checkbox"/> U <input type="checkbox"/> N <input type="checkbox"/> S	8. Demonstrates ethical behavior as outlined in the PSC Code of Ethics.
<input type="checkbox"/> U <input type="checkbox"/> N <input type="checkbox"/> S	9. Interacts in a respectful, civil, and professional manner with students, families, staff, and school leaders.
<input type="checkbox"/> U <input type="checkbox"/> N <input type="checkbox"/> S	10. Attends and participates in faculty meetings and other assigned meetings/activities
<input type="checkbox"/> U <input type="checkbox"/> N <input type="checkbox"/> S	11. Models correct language, oral and written
<input type="checkbox"/> U <input type="checkbox"/> N <input type="checkbox"/> S	12. Actively supports the School Improvement Plan

Commentary (Required to address all "N" or "U" ratings):

Duties and Responsibility - Summary Rating: Check one.

- UNSATISFACTORY (More than 3 "N's" OR 2 or more "U's") PDP Required**
- NEEDS IMPROVEMENT (3 "N's" OR one "U") PDP Required**
- SATISFACTORY (No more than 2 "N's" AND no "U's")**

III. OVERALL PERFORMANCE RATING:

1) Unsatisfactory = 2 or more "Not Evident" Standards Ratings or "Unsatisfactory" Summary Rating on Duties and Responsibilities.
2) Emerging = Fewer than 4 "Proficient" Standards Ratings (no more than 1 "Not Evident") and "Satisfactory" or "Needs Improvement" Summary Rating on Duties/Responsibilities. **3) Proficient** = 4 "Proficient" Standards Ratings and a "Satisfactory" Summary Rating on Professional Duties and Responsibilities.

Unsatisfactory

Emerging

Proficient

Date(s) of Classroom Observation(s):

Date(s) of Feedback Conference(s):

IV. SIGNATURES *(Required)*

Evaluator _____ Position _____ Date ____/____/____

Principal (If not Evaluator) _____ Date ____/____/____

Teacher _____ Date ____/____/____

(Receipt acknowledged. Signature does not indicate agreement or disagreement.)

V. TEACHER'S COMMENTS *(Optional. Principal must receive Comments, if provided, within 10 school days of receipt date above.)*