**Barnum Public Schools**

**Teacher Evaluation Process**

*Revised 3/25/13*

*Teachers on the observation cycle during the 2013-14 school year have the option to pilot this process or remain with the standard evaluation. The overall evaluation/growth process must be in place for all teachers beginning with the 2014-15 school year.*

**Non-Tenured Teachers:**

Evaluations by building principal three times per year for three years **and** have the option to also participate in the goal setting portion of the tenured teachers plan.

**Tenured Teachers:**

***Part I - Year One***

Evaluations by building principal two times every three years concluding with a final evaluation at the end of the year summarizing the year (Madeline Hunter Lesson Plan Format).

* Observation 1 - Principal comes into class and observes teacher followed up by a principal / teacher conference
* Observation 2 - Video and/or audio tape lesson to be viewed by principal followed up by a principal / teacher conference **or** the principal comes into class and observes teacher followed up by a principal / teacher conference
* Observation 3 - One-on-one review of the year conference with the principal and the teacher (End of year evaluation)

***Part II - Year Two***

Value Added Student Performance - Growth Measurement for Students

* AIMS Web *(Elementary Only)*
* Benchmark Assessment System *(Elementary Only)*
* Summative Year End Test
* Projects
* Pre-Post tests
* Measure Student Learning Objectives
* Incorporate IEP goals for Special Ed teachers and students
* Student Perception Surveys

***Part III - Year Three***

Goal Setting Measuring Personal Growth As An Educator - May Choose One or More Options

* Portfolios
* Peer Review
* Classes Taken or Workshops Attended
* Action Research
* PLC Presentations
* CEU Reflective Statement