

Willow River Area High School Teacher Performance Appraisal

Name:

Year:

Evaluation Number:

Date:

Grade:

Class/Topic:

Completed by:

Focus areas of Evaluation:

Domain 1: Planning and Preparation

Domain 2: The Classroom Environment

Domain 3: Instruction

Domain 4: Professional Responsibilities

Teacher Evaluation Summary

Teacher Signature

Date

Administrator Signature

Date

Note: The teacher's signature is not an indication of agreement, but only that the information has been reviewed and discussed with the employee. The teacher may include any written remarks with this report and these remarks will be included with the reports.

Willow River Area High School Teacher Pre-Conference Meeting

Staff Member: _____

1. What will I be observing?

2. When? (Must be a teaching lesson).

3. Lesson Objectives? (Where are you in the unit).

4. Focus areas of Evaluation:

- **Domain 1: Planning and Preparation**
- **Domain 2: The Classroom Environment**
- **Domain 3: Instruction**
- **Domain 4: Professional Responsibilities**

5. The Evaluator.

- **Where should I sit?**
- **I will be taking notes, don't let that distract you.**
- **Anything you want me to look for? Particular students?**
- **Do you have any special education students.**
- **Don't include me in the lesson.**

Domain 1: Planning and Preparation

- 1a: Demonstrate knowledge of content and pedagogy
- 1b: Demonstrate knowledge of students
- 1c: Select instructional goals
- 1d: Demonstrate knowledge of resources
- 1e: Design coherent instruction
- 1f: Assessing student learning

Domain Two: The Classroom Environment

- 2a: Creating an Environment of Respect and Rapport
- 2b: Establishing a Culture for Learning
- 2c: Managing Classroom Procedures
- 2d: Managing Student Behaviors
- 2e: Physical space

Domain 3: Instruction

- 3a. Communicate clearly and accurately
- 3b. Use questioning and discussion techniques
- 3c. Engage students in learning
- 3d. Provide feedback to students
- 3e. Demonstrate flexibility and responsiveness

Domain 4: Professional Responsibilities

- 4a. Reflect on teaching
- 4b. Maintain accurate records
- 4c. Communicate with Families
- 4d. Contribute to the school and district
- 4e. Grow and develop professionally
- 4f. Show professionalism

Instructional Supervision Considerations

Pre Observation Questions

1. What is the objective of the lesson?
What are the students to do?
2. How much reading, writing, speaking do you incorporate into your lessons and assignments?
3. What kind of assignments to you give?
What do your tests look like?
How do you determine grades?
How often do you give homework assignments? Who corrects the assignments? Are they graded?
4. How is this information (learning) going to be useful for students? Why do they need to learn this?
5. What is your primary curriculum sources?
6. Do you have Essential Outcomes for your course?
7. What would a typical classroom lesson look like?
8. How do your students get actively and meaningfully engaged in their learning?

Post Conference Workshop

1. Set: How did you begin?

2. Objective and Purpose:

3. Information regarding the lesson: (To the teacher - How did it go?)
(Evaluator - Tell them what you saw)

Strengths

Considerations/Recommendations

4. Closure: Last chance to review what was covered. Next Visit? Paperwork.

Further Post Observation Reflections

In general, how successful was the lesson? How did it go?

Did students learn what you intended them to learn? How do you know?

Was there anything that surprised you during the lesson?

Did you make any modifications or adjustments during the lesson?

If you were to repeat the lesson, would you do anything different than what you did?

To what extent was your feedback to the student accurate, helpful, timely, etc.?

To what extent were your assessment strategies effective? Would you make any changes to your approach to assessment? If so, why?