

BEMIDJI AREA SCHOOLS
Bemidji, Minnesota

Teacher Summative Evaluation

Licensed Staff: _____ Class Observed: _____

Grade: _____ Date: _____ Period/Time: _____ Building: _____

Status (check ✓)
 Probationary: _____ Yr 1 _____ Yr 2 _____ Yr 3 _____ Observation Number: _____ *Status (check ✓)*
 Continuing Contract: _____ Growth Plan _____ Peer Review _____ Summative Evaluation _____

RUBRIC: 1. = Unsatisfactory 2. = Development Needed 3. = Effective 4. = Exemplary
(See MDE Performance Standards of Teacher Practice Rubric)

DOMAIN 1: PLANNING

Indicator A: Aligns learning targets with standards and student data inform Comments:	1	2	3	4	N/A	
						1. Plans units and lessons effectively
						2. Selects learning targets and activities
						3. Applies content knowledge and understanding of how students learn
						4. Uses student data to inform planning

Indicator B: Uses content, resources and student knowledge to design coherent instruction Comments:	1	2	3	4	N/A	
						1. Designs coherent instruction
						2. Creates interdisciplinary and extended learning experiences
						3. Uses available resources and technology
						4. Designs culturally relevant instructional strategies

Indicator C: Plans for assessment and differentiation Comments:	1	2	3	4	N/A	
						1. Plans formative and summative assessments
						2. Plans for differentiation

DOMAIN 2: ENVIRONMENT

Indicator A: Creates a respectful classroom culture of trust, safety and high expectations Comments:	1	2	3	4	N/A	
						1. Creates a safe learning environment
						2. Establishes a culture of learning
						3. Creates a culture of persistence

Indicator B: Establishes and maintains clear expectations for classroom and behavior management Comments:	1	2	3	4	N/A	
						1. Establishes and maintains classroom routines and procedures
						2. Monitors and provides feedback on student behavior

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DOMAIN 3: INSTRUCTION

Indicator A: Communicates learning targets and content effectively Comments:	1	2	3	4	N/A	
						1. Uses content knowledge to promote learning
						2. Communicates learning targets and content

Indicator B: Facilitates activities and discussions that promote high cognitive engagement Comments:	1	2	3	4	N/A	
						1. Uses instructional strategies to engage students
						2. Uses questioning and discussion techniques
						3. Uses appropriate pacing and structure

Indicator C: Uses varied assessment techniques to advance student learning Comments:	1	2	3	4	N/A	
						1. Uses formative assessments to inform instruction
						2. Provides feedback to advance learning
						3. Promotes student self-assessment

DOMAIN 4: PROFESSIONALISM

Indicator A: Reflects on teaching practice Comments:	1	2	3	4	N/A	
						1. Uses self-reflection to improve instruction
						2. Uses feedback to improve instruction
						3. Plans for professional growth

Indicator B: Engages in professional development Comments:	1	2	3	4	N/A	
						1. Participates in professional development
						2. Collaborates with colleagues (is a team player)
						3. Contributes to school and district culture for learning
						4. Is positive and proactive with colleagues and students

Indicator C: Maintains professional responsibilities and communicates with families Comments:	1	2	3	4	N/A	
						1. Adheres to standards of ethical conduct
						2. Maintains accurate records
						3. Completes tasks in an organized and efficient manner
						4. Communicates with families
						5. Understands the cultural and linguistic backgrounds of students, their families and the community
						6. Meets established building and district expectations

SHORT TERM GOAL (S) & REFLECTION:

1.

LICENSED STAFF'S COMMENTS:

Teacher's Signature

Date

Supervisor's Signature

Date