Lincoln Elementary Schools #27
100 South Maple Street
Lincoln, IL 62656

Teacher Instruction Evaluation Instrument

Name:	Teaching Area:	School:
Date:	Evaluator:	Position:

Rating Scale

Please use the following in indicating the quality of teacher's performance.

1 – Excellent Performance — Denotes that performance is of superior quality.

2 – Commendable Performance — Denotes that performance is of commendable quality.

3 – Acceptable Performance — Denotes that performance is of acceptable quality, existing problems are correctable and teacher is making needed corrections.

4 – Performance Below District Standard — Denotes performance includes serious deficiency.

5 – Not Applicable

Elements of Teaching Performance Ratings

I. Instructional Skills and Procedures	1	2	3	4	5
A. Makes adequate preparations.					
B. Makes provision for individual differences in ability among pupils.					
C. Uses variety of instructional materials.					
D. Develops and uses effective teaching techniques.					
E. Keeps teaching plans one week in advance.					
F. Maintains organization and effective direction of pupils' activities.					

Comments:_____

IV. Personal Characteristics	1	2	3	4	5
A. Shows social and emotional adjustment.					
B. Shows interest and enthusiasm about his/her work.					
C. Maintains a good personal appearance.					
D. Displays voice modulation in keeping pupils interest.					
E. Shows flexibility to a situation.					

Comments:

II. Classroom Climate	1	2	3	4	5
A. Shows ability to maintain good classroom control.					
B. Has rapport with pupils.					
C. Attempts to maintain physical conditions conducive to learning.					
D. Maintains good instructional environment conducive to good learning.					

Comments:

III. Professional Attitudes and Growth	1	2	3	4	5
A. Seeks out professional development opportunities.					
B. Observes ethics of the teaching profession.					
C. Response to supervisory suggestion for improvement.					
D. Shows willingness to share in school responsibilities.					
E. Establishes positive staff relationships.					
F. Is accurate and prompt with records and reports.					

Comments:

Evaluation Summary

Constructive suggestions by evaluator:

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Teacher Comments:

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General Evaluation:

Excellent: Documented observations and data reveal performance of commendable quality. Multiple strengths in the skill areas. No major weaknesses identified. The teacher impacts very positively upon students, upon the school's environment and upon the school's reputation in the community.

Above Average: Documented observations and data reveal performance of commendable quality. Multiple strengths in the skill areas. No major weaknesses identified. Minor improvement areas can be achieved without formal intervention by administration. The teacher impacts very positively upon students, upon the school's environment and upon the school's reputation in the community.

Satisfactory: Documented observations and data reveal generally accepted levels of performance. Some strengths and weaknesses identified in the skill areas. The identified weaknesses will be addressed by the implementation of suggested improvements.

Unsatisfactory: Documented observations and data reveal weaknesses in the skill areas and require direct intervention by an administrator. Continued performance at a level below expectations would have a negative impact upon students, upon the school's environment and upon the school's reputation in the community. A remediation plan designed to correct deficiencies would be implemented.

Excellent _____	**Above Average**	**Satisfactory** _____	**Unsatisfactory** _____

Non-Tenure Recommendation for re-employment:			Tenure Remediation Plan required:	
Yes			Yes	
No			No	

Date of Conference:_____

Teacher's Signature:	Evaluator's Signature: