|  |
| --- |
| S = Satisfactory |
| N = Needs Improvement |
| U = Unsatisfactory |
| N/O = Not Observed |

**Franklin Parish School System Personnel Evaluation Form**

**Teacher: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Subject: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Time: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Pre-Observation Conference Date:\_\_\_\_\_\_\_\_\_\_\_\_**

|  |  |  |
| --- | --- | --- |
| **I. Standards-Based Instructional Plans** | S,N,U | Comments |
| Current lesson plans are written and displayed on desk. |  |
| Plans are aligned with the Common Core State Standards |  |
| Teachers follow curriculum mapping according to the scope and sequence defined by the parish. |  |
| **II. Positive Climate** |  |
| Students’ feelings/opinions are respected. |  |
| Students express themselves and ask questions freely. |  |
| Teacher’s tone of voice, facial expression, and body language are positive. |  |
| **III. Organization and Classroom Management** |  |
| Classroom rules, consequences, rewards are posted and enforced. |  |
| Directions are clear and easily understood. |  |
| **IV. Use of Instructional Time** |  |
| Routines and transitions are smooth and timely. |  |
| Students remain on task and are continuously monitored. |  |
| The posted class schedule is followed. |  |
| **V. Direct Instruction** |  |
| Expectations for student performance are established. |  |
| Effective content delivery/modeling (lecture, discussion, etc.) is evident. |  |
| Activities for review, reinforcement, and enrichment are evident. |  |
| Use of technology is evident. |  |
| Evidence of Data Based Instruction |  |
| **VI. Questioning Strategies** |  |
| Questions are asked that require students to react, compare, value, and/or judge. (Higher Order Thinking Skills) |  |
| Teacher employs “wait time.” |  |
| **VII. Variety of Methods and Materials** |  |
| Productive use of varied instructional groups (whole class, cooperative groups, one-to-one, peer, independent) |  |
| Evidence of content application (student writing, retelling boards, thinking maps, graphic organizers, word walls, etc.) |  |
| **VIII. Student Involvement** |  |
| Students are engaged in activities related to content (groups, discussions, writing, projects, demonstrations, experiments, role modeling, etc.) |  |
| **IX. Accommodations for Individual Differences** |  |
| Lesson plans reflect accommodations. |  |
| Teacher makes adjustments as needed. |  |
| Multi-sensory activities are included (manipulatives, visuals, audio tapes, etc.) |  |
| **X. Assessment of Student Progress** |  |
| Teacher uses assessment technique(s) effectively. |  |
| Monitors ongoing performance of students. |  |
| Provides timely feedback regarding student progress. |  |

**Formal\_\_\_\_\_Informal\_\_\_\_\_**

**OVERALL STATUS**: Satisfactory\_\_\_\_\_ Needs Improvement\_\_\_\_\_ Unsatisfactory\_\_\_\_\_ Intensive Assistance\_\_\_\_\_

**Post Observation Conference Time/Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_/\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

I have read this report at a post-observation conference. My signature I have discussed this observation with the teacher during a post-

does not signify agreement or disagreement. observation conference.

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Teacher Signature Date Observer’s Signature Date

Provide a Teacher copy Retain a copy for Evaluator files Send Original to District Office **FORM 3** Revised April 2014