

Name: _____ School: _____ Dept: _____ June _____

DEER PARK SCHOOLS ~ END OF YEAR EVALUATION ~ TEACHERS

(REVISED SEPTEMBER 2011) RATINGS: HE = HIGHLY EFFECTIVE; E = EFFECTIVE; D = DEVELOPING; I = INEFFECTIVE

I. PLANNING AND PREPARATION:

- A. Demonstrates knowledge of content and pedagogy
- B. Demonstrates knowledge of students
- C. Sets instructional outcomes
- D. Demonstrates knowledge of resources
- E. Designs coherent instruction
- F. Designs student assessments

	HE	E	D	I
A				
B				
C				
D				
E				
F				

COMMENTS _____

II. THE CLASSROOM ENVIRONMENT:

- A. Creates an environment of respect and rapport
- B. Establishes a culture for learning
- C. Manages classroom procedures
- D. Manages student behavior
- E. Organizes physical space

	HE	E	D	I
A				
B				
C				
D				
E				

COMMENTS _____

III. INSTRUCTION:

- A. Communicates with students
- B. Uses questioning & discussion techniques
- C. Engages students in learning
- D. Uses assessment in instruction
- E. Demonstrates flexibility and responsiveness

	HE	E	D	I
A				
B				
C				
D				
E				

COMMENTS _____

IV. PROFESSIONAL RESPONSIBILITIES:

- A. Reflecting on teaching
- B. Maintaining accurate records
- C. Communicating with families
- D. Participating in a professional community
- E. Growing and developing professionally
- F. Showing professionalism

	HE	E	D	I
A				
B				
C				
D				
E				
F				

COMMENTS _____

THIS REPORT REPRESENTS OUR BEST JUDGMENT OF YOU AND THE QUALITY OF YOUR SERVICES DURING THE PERIOD OF TIME SPENT IN OBSERVING HOW WELL YOU IMPLEMENTED YOUR PROFESSIONAL RESPONSIBILITIES FOR YOURSELF AND THE DEER PARK SCHOOL SYSTEM.

SIGNED _____
(PRINCIPAL)

DATE _____

I HAVE REVIEWED THIS REPORT AND I HAVE BEEN GIVEN THE OPPORTUNITY TO DISCUSS IT WITH MY PRINCIPAL. MY SIGNATURE DOES NOT NECESSARILY MEAN I AGREE WITH THE REPORT.

SIGNED _____
(TEACHER)

DATE _____

Appendix A

Page 2 for Grade 4-8 Classroom teachers of ELA and Mathematics 2011-2012

Score from previous page (60 total)	
Growth on State Assessments (20 from SED)	
Locally Selected Growth Measure (20 TBD)	
TOTAL Score	
Performance Level HE, E, D, I	

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SIGNED _____

DATE _____

(TEACHER)

Appendix B

DEER PARK UNION FREE SCHOOL DISTRICT NO. 7

DEER PARK, L.I., N.Y.

TEACHER:		SCHOOL:		DATE:	
SUBJECT/ COURSE:		PERIOD/ TIME:		TOPIC:	
OBSERVER:		NO. OF STUDENTS:			

TEACHER OBSERVATION

Revised September 2011

Summary of the Lesson:

Teacher:

School:

HE-Highly Effective, E- Effective, D – Developing, I - Ineffective

Domain 1: Planning and Preparation – includes comprehensive understanding of the content to be taught, knowledge of the student’s background, and designing instruction and assessments	o	<u>Evidence for Domain 1</u>			
		HE	E	D	I
<i>1a: Demonstrating knowledge of content and pedagogy</i>					
<i>1b: Demonstrating knowledge of students</i>					
<i>1c: Setting instructional outcomes</i>					
<i>1d: Demonstrating knowledge of resources</i>					
<i>1e: Designing coherent instruction</i>					
<i>1f: Designing student assessments</i>					

Domain 2: The Classroom Environment – addresses the teacher’s skill in establishing an environment conducive to learning, including both physical and interpersonal aspects of the environment.	o	<u>Evidence for Domain 2</u>			
		HE	E	D	I
<i>2a: Creating an environment of respect and rapport</i>					
<i>2b: Establishing a culture for learning</i>					
<i>2c: Managing classroom procedures</i>					
<i>2d: Managing student behavior</i>					
<i>2e: Organizing physical space</i>					

Domain 3: Instruction – is concerned with the teacher’s skill in engaging students in learning the content, and includes the wide range of instructional strategies that enables students to learn.	o	<u>Evidence for Domain 3</u>			
		HE	E	D	I
<i>3a: Communicating with students</i>					
<i>3b: Using questioning and discussion techniques</i>					
<i>3c: Engaging students in learning</i>					
<i>3d: Using assessment in Instruction</i>					
<i>3e: Demonstrating flexibility and responsiveness</i>					

Appendix B

Teacher: _____

School: _____

Strengths of the Lesson:

o

Areas for Improvement:

o

Comments & Performance Level:

A) This observation represents our best judgment of you and the quality of your service during the period of time spent in observing how well you implement your professional responsibilities for yourself and the Deer Park School System.

Signed _____ Date _____

B) I have reviewed this report and I have been given the opportunity to discuss it. My signature does not necessarily mean I agree with the report.

Signed _____ Date _____

Distribution

- Principal
- Associate Principal
- Administrator (Asst Sup, DA or CA)
- Teacher
- Personnel File

Principal: _____ School: _____ Date: _____
MPPR-Multidimensional Professional Performance Review (60 Points)

DOMAIN 1 – SHARED VISION OF LEARNING

An education leader promotes the success of every student by facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by all stakeholders.

XX out of XX points	HE	E	D	I
A. Collaboratively develop and implement a shared vision and mission				
B. Collect and use data to identify goals, assess organizational effectiveness, and promote organizational learning				
C. Create and implement plans to achieve goals				
D. Promote continuous and sustainable improvement				
E. Monitor and evaluate progress and revise plans				

Evidence:

STANDARD 2 –SCHOOL CULTURE AND INSTRUCTIONAL PROGRAM

An education leader promotes the success of every student by advocating, nurturing, and sustaining a school culture and instructional program conducive to student learning and staff professional growth.

XX out of XX points	HE	E	D	I
A. Nurture and sustain a culture of collaboration, trust, learning, and high expectations				
B. Create a comprehensive, rigorous, and coherent curricular program				
C. Create a personalized and motivating learning environment for students				
D. Supervise instruction				
E. Develop assessment and accountability systems to monitor student progress				
F. Develop the instructional and leadership capacity of staff				
G. Maximize time spent on quality instruction				
H. Promote the use of the high effective and appropriate technologies to support teaching and learning				
I. Monitor and evaluate the impact of the instructional program				

Evidence:

DOMAIN 3 – SAFE, EFFICIENT, EFFECTIVE LEARNING ENVIRONMENT

An education leader promotes the success of every student by ensuring management of the organization, operation, and resources for a safe, efficient, and effective learning environment.

XX out of XX points	HE	E	D	I
A. Monitor and evaluate the management and operational systems				
B. Obtain, allocate, align, and efficiently utilize human, fiscal, and technological resources				
C. Promote and protect the welfare and safety of students and staff				
D. Develop the capacity for distributed leadership				
E. Ensure teacher and organizational time is focused to support quality instructional student learning				
<u>Evidence:</u>				

STANDARD 4 - COMMUNITY

An education leader promotes the success of every student by collaborating with faculty and community members, responding to diverse community interests and needs, and mobilizing community resources.

XX out of XX points	HE	E	D	I
A. Collect and analyze data and information pertinent to the educational environment				
B. Promote understanding, appreciation, and use of the community's diverse cultural, social, and intellectual resources				
C. Build and sustain positive relationships with families and caregivers				
D. Build and sustain productive relationships with community partners				
<u>Evidence:</u>				

STANDARD 5 – INTEGRITY, FAIRNESS, ETHICS

An education leader promotes the success of every student by acting with integrity, fairness, and in an ethical manner.

XX out of XX points	HE	E	D	I
A. Ensure a system of accountability for every student’s academic and social success				
B. Model principles of self-awareness, reflective practice, transparency, and ethical behavior				
C. Safeguard the values of democracy, equity, and diversity				
D. Consider and evaluate the potential moral and legal consequences of decision-making				
E. Promote social justice and ensure that individual student needs inform all aspects of schooling				

Evidence:

STANDARD 6 – POLITICAL, SOCIAL, ECONOMIC, LEGAL AND CULTURAL CONTEXT

An education leader promotes the success of every student by understanding, responding to, and influencing the political, social, economic, legal, and cultural context.

XX out of XX points	HE	E	D	I
A. Advocate for children, families, and caregivers				
B. Act to influence local, district, state, and national decisions affecting student learning				
C. Assess, analyze, and anticipate emerging trends and initiatives in order to adapt leadership strategies				

Evidence:

Growth Factor (20)	Local Measure (20)	MPPR Score (60)	Total Score

Your Total Score translates to a rating level of _____

I have reviewed this document: _____

Date: _____

Evaluation conducted by Eva J. Demyen, Superintendent

Appendix D

Deer Park Union Free School District

Eva J. Demyen, Superintendent

T.I.P - (Teacher Improvement Plan)

Goals to improve teacher performance

This form is to be used when a teacher achieves a developing or ineffective rating.

Teacher _____ Date _____ Subject/Grade _____ School _____

1 What does the teacher need to change?

1.

2. What evidence will demonstrate that the teacher has changed?

1.

3. What is the time frame in which the change must occur?

1.
2.

4 Are there intermediate benchmarks that will indicate progress? If so, when should these occur?

1.

5. What, directives, recommendations, requirements, and/or suggestions have been given to the teacher?

1.
2.
3.
4.
5.

POSITION	NAME	SIGNATURE	DATE
Teacher			
DPTA Representative			
Principal			
Supervisor (if applicable)			

A copy of this T.I.P must be submitted to Eva J. Demyen, Superintendent

DRAFT

Appendix E

Deer Park Union Free School District

Eva J. Demyen, Superintendent

P.I.P - (Principal Improvement Plan)

Goals to improve principal performance

This form is to be used when a principal a developing or ineffective rating on the year end evaluation.

Principal _____ School _____ Date _____

1. What does the principal need to change?

2. What evidence will demonstrate that the principal has changed?

3. What is the time frame in which the change must occur?

4. Are there intermediate benchmarks that will indicate progress? If so, when should these occur?

5. What, directives, recommendations, requirements, and/or suggestions have been given to the principal?

PORTFOLIO REVIEW
FOR
INITIAL CERTIFICATE HOLDERS

Teachers holding a New York State Initial Certificate are required to be evaluated based on a portfolio review until the teacher receives the Professional Certificate.

Each year, the portfolio must be submitted ON DISC, and contain the following:

NOTE; USE THE SAME DISC EVERY YEAR

1. INSTRUCTION:
 - a sample lesson plan
 - a sample center activity (elementary)
 - a sample unit plan (secondary)
 - a sample of a student assessment instrument
2. STUDENT/PARENT COMMUNICATION:
 - letter/newsletter to parents (elementary)
 - course requirement sheet (secondary)
3. PROFESSIONAL GROWTH:
 - a list of conferences/workshops attended
 - a list of professional affiliations
 - a list of committee service
 - a professional reading list - with a reflection on 2 pieces
4. MENTORED EXPERIENCE: FOR YEAR ONE ONLY
 - name and certificate number of mentor
 - types of activities/list of topics for weekly meetings
 - total number of hours