

HOUGHTON-PORTAGE TOWNSHIP SCHOOLS

TEACHER EVALUATION PLAN

Each teacher shall be evaluated once every year. Evaluations shall be based on Standards of Instructional Practice and Professional Values and Student Growth.

STANDARDS FOR INSTRUCTIONAL PRACTICE AND PROFESSIONAL VALUES

1. PLANNING & PREPARATION

An effective teacher facilitates student achievement by establishing appropriate learning goals and identifying the instructional, assessment, and management strategies necessary to help all students learn.

- a. Content Knowledge – Teacher demonstrates knowledge of content and pedagogy.
- b. Instructional Design – Teacher creates instructional opportunities using a wide variety of effective teaching strategies.
- c. Professional Development – Teacher is a life-long learner, maintains current certification, and demonstrates a commitment to his/her own professional development as a teacher.

2. CLASSROOM ENVIRONMENT

An effective teacher creates and maintains a classroom environment that encourages and supports student learning.

- a. Culture for Learning – Teacher maintains a safe, positive classroom environment that encourages and supports student learning.
- b. Student Behavior/Engagement – Teacher appropriately manages student behavior and engages them in the learning process.
- c. Time Management – Teacher makes maximal use of instructional time.

3. INSTRUCTION

An effective teacher promotes student learning through the effective use of appropriate instructional strategies.

- a. Communication – Teacher communicates clearly and accurately at all times.
- b. Curriculum – Teacher provides appropriate content aligned with the Michigan and/or National Standards.
- c. Assessment – Teacher develops appropriate processes for evaluating and recording student progress.

4. PROFESSIONAL RESPONSIBILITIES

An effective teacher is an ethical, contributing, and life-long learning member of the profession.

- a. Record Keeping – Teacher keeps accurate records in accordance with school policy.
- b. Relationships with Parents/Guardians – Teacher maintains positive relationships with the families of their students.
- c. Commitment to the School and District – Teacher exhibits professional behavior at all times and demonstrates commitment to the district in and out of the classroom.

**HOUGHTON MIDDLE/HIGH SCHOOL
STUDENT GROWTH PLAN
2011-2012 SCHOOL YEAR**

TEACHER'S NAME _____
DEPARTMENT _____
COURSE(S) _____

1. ACADEMIC OUTCOMES

Pre-Instructional Data	Post-Instructional Data	Conclusions
(i.e.; pre-test)	(i.e.; post-test)	(% showing improvement)

2. INTELLECTUAL GROWTH

Pre-Instructional Data	Post-Instructional Data	Conclusions
(i.e.; September Journal Entries)	(i.e.; April Journal Entries)	(% showing improvement)

3. ATTITUDINAL CHANGES

Pre-Instructional Data	Post-Instructional Data	Conclusions
(i.e.; Sept. Homework Completion)	(i.e.; Apr. Homework Completion)	(% showing improvement)

STANDARDIZED TESTS USED TO MEASURE STUDENT GROWTH

High School: EXPLORE (9th grade), PLAN (10th grade), ACT (11th grade)

Middle School: MEAP and CBM's (6th, 7th, and 8th grades)

Elementary School: MEAP (K-5)