

Prior to filling out this form, please save it to your hard drive or personal storage device.

(C-10) Interim Performance Appraisal – Non-Tenured Year 3

C-10 due prior to interim break.

Teacher: _____

School: _____

Specific Assignment Area: _____

Principal or Designee: _____

Conference Date: _____

Directions: The Interim Performance Appraisal (C-10 or C-10rev) is a mid-year check for non-tenured teachers. The completion of the mid-year check will allow the non-tenured teacher to know how he or she is progressing prior to winter break. Evidence and comments in a narrative format should be provided, noting the performance indicators and behavioral examples exhibited by the teacher, as well as any data collected to this point during the school year.

Appraisal for School Year: _____ –

Recertification Year: _____

Enter date evidence was submitted, date of meeting, or number of occurrences in appropriate field(s) below:

Self-Assessment: _____

Trend Meetings: _____

Professional Goals: _____

of Formal Observations: _____

Teacher Presentation of Work Samples: _____

of Learning Walks: _____

Other (*please specify*): _____

Performance Scoring Guidelines

Unacceptable-1 (TPA)	Needs Improvement-2 (TPA)	Applies-3 (TPA)	Integrates-4 (TPA)	Innovates-5 (TPA)
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***A rating of *Unacceptable* or *Needs Improvement* in any performance standard will result in a Plan of Improvement**

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**Years 2 & 3 Only

***Year 3 Only

All Years

Knowledge of Students (10%) - **Years 2 & 3 Only	
Comments:	Standard Rating (and Score): Innovates (5) Integrates (4) Applies (3) Needs Improvement (2) Unacceptable (1)
Knowledge of Content & Planning (10%) – All Years	
Comments:	Standard Rating (and Score): Innovates (5) Integrates (4) Applies (3) Needs Improvement (2) Unacceptable (1)
Instructional Delivery (10%) – All Years	
Comments:	Standard Rating (and Score): Innovates (5) Integrates (4) Applies (3) Needs Improvement (2) Unacceptable (1)

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Safe, Effective Learning Environment (10%)- All Years	
Comments:	Standard Rating (and Score): Innovates (5) Integrates (4) Applies (3) Needs Improvement (2) Unacceptable (1)
Communication & Collaboration (10%) – ***Year 3 Only	
Comments:	Standard Rating (and Score): Innovates (5) Integrates (4) Applies (3) Needs Improvement (2) Unacceptable (1)
Professionalism (10%) – All Years	
Comments:	Standard Rating (and Score): Innovates (5) Integrates (4) Applies (3) Needs Improvement (2) Unacceptable (1)
Assessment of Learning & Student Academic Progress (40%) – All Years	
Comments:	Standard Rating (and Score): Innovates (5) Integrates (4) Applies (3) Needs Improvement (2) Unacceptable (1)

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Overall Performance Appraisal by Standard:

Knowledge of Students	_____	X	.10	=	
Knowledge of Content & Planning	_____	X	.10	=	
Instructional Delivery	_____	X	.10	=	
Safe, Effective Learning Environment	_____	X	.10	=	
Communication & Collaboration	_____	X	.10	=	
Professionalism	_____	X	.10	=	
Assessment of Learning & Student Academic Progress	_____	X	.40	=	
				Total	

Overall Performance Appraisal Rating:

Click the button below to display the Overall Performance Appraisal Rating that corresponds to the total score.

- 4.5 – 5.0: Innovates
- 3.5 – 4.4: Integrates
- 2.5 – 3.4: Applies
- 1.5 – 2.4: Needs Improvement *
- 1 – 1.4: Unacceptable *

A rating of **Unacceptable or **Needs Improvement** in any domain will result in a Plan of Improvement*

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Administrator’s Comments:

Administrator’s Recommendations:

Continue Employment on Teacher Performance Appraisal

Next Cycle Year

Begin Procedure To Address Performance Problem

Plan of Improvement is Attached

Total number of days taken this year (excluding professional/personal leave or long-term illness):

Total number of days taken for professional leave:

Meets County’s acceptable attendance policy? Yes No

Teacher’s Comments:

Teacher Signature* Date

Principal or Designee Signature Date

*Teacher’s signature does not imply agreement with the observations, but only that the appraisal has been discussed and a copy received by the teacher.

Meets highly qualified teacher requirements, if applicable.

COPIES: Human Resources Principal Teacher

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