

WESTFIELD WASHINGTON SCHOOLS
Performance Review Evaluation
For Teacher

TEACHER: _____ SCHOOL: _____

SCHOOL YEAR _____ TEACHING ASSIGNMENT: _____

As principal and a contract teacher, we have agreed: to use the Performance Review Process in lieu of the WWS Teacher Effectiveness Rubric; that the teacher enters this school year in good standing as a teacher; that each of us accepts the teacher's goal(s) for this year.

Principal's Signature/Date

Teacher's Signature/Date

Goal:

Purpose:

Measurement:

Outcome:

Distribution:

Original – Personnel File

Copies to: Teacher, Principal, Evaluator

Goal Setting Conference

Date

Evaluator Comments:

Teacher Comments:

Initial

Initial

Goal Review/Observation

Date

Evaluator Comments:

Teacher Comments:

Initial

Initial

Goal Review/Summative

Date

Evaluator Comments:

Teacher Comments:

Initial

Initial

Scoring

Evaluation Score: 90 points

District Letter Grade Score (5 points possible): _____

A: 5 points

B: 4 points

C: 3 points

D: 2 points

F: 1 point

Leadership Score (5 points or 0 points): _____

(Teacher must complete 4 activities off of the leadership list below to receive 5 points)

Total Score: _____

Rating (circle rating):

Score of 90-95: Effective

Score of 96-100: Highly Effective

Leadership (must complete 4 of the items on the list below to receive the 5 points):

- National Board Certification
- Attendance rate of 97% (does not include personal leave, professional leave, parental/adoptive leave, bereavement leave, court leave, or executor/executrix leave)
- Membership in a professional educational organization
- School or district committee work
- Holding office in a state or national educational organization/association
- Attend Professional Conference/Workshop/Institute
- Make a presentation at a building staff meeting (when approved by the principal)
- Make a presentation at a state or national conference
- Teacher mentor
- Cooperating Teacher of a Student Teacher, undergraduate field experience or practicum
- Organize a school-wide community service project (pre-approved by the principal)
- Teacher led book study or Professional Learning Community (PLC) (Does not include required school book studies or PLC work)
- Educational Publication/Educational research
- Volunteer to assist at an after-school activity (ex. PTO events, math night, book fairs, tutoring at WHS Learning Center, Westfield Youth Assistance, etc.)
- Teachers are allowed to count one (1) paid ECA position (Athletic or Academic) as listed in the WWS Master Contract Extra-curricular Pay Schedule (this also includes paid clubs)

****Each of the activities can only count once (ex. making two presentations at a staff meeting does not count twice, it only counts once)*