

NE Dubois Teacher Evaluation Rubric 2025-26

Teacher:

Date:

Outcome #1 - Students show evidence of mastery of essential standards.

(2 points) EC #1 - Plans are linked to standards/IEP goals.

(2 points) EC #2 - Teacher checks for understanding and works with students towards mastering the objectives.

(2 points) EC #3 - Students are provided multiple opportunities to work toward mastery.

(2 points) EC #4 - Students experience appropriate and varied authentic assessments that are linked to standards/IEP goals.

(2 points) EC #5 - Instruction is modified and reteaching/remediation/acceleration is provided based on analysis of student data.

(2 points) - EC #6 - Students experience a variety of learning approaches in which multiple intelligences are addressed.

Outcome #2 - Teachers Challenge and engage students with effective instruction and classroom culture.

(2 points) - EC #1 - The classroom environment is respectful.

(2 points) - EC #2 - The teacher handles disruptions and inappropriate student behavior effectively.

(2 points) - EC #3 - Students follow clear expectations to maximize learning.

(3 points) - EC #4 - Students are self-starters in their own learning.

(3 points) - EC #5 - Students are engaged and motivated in learning the classroom objectives.

(3 points) - EC #6 - Students and teacher collaborate, allowing for student feedback in creating and driving improvements in the classroom/learning system.

(3 points) - EC #7 - Students experience learning activities and opportunities that go beyond the classroom.

(3 points)- EC #8- Teacher fosters an inclusive classroom culture that values diversity and promotes equity in learning opportunities.

Outcome #3 - Teachers act in a professional manner and show service and loyalty to school and community.

(2 points) - EC #1 - Teacher has clear and appropriate sub plans that continue/advance student learning and includes class lists, seating charts, and safety information.

(2 points) - EC #2 - Teacher uses prep time for professional responsibilities.

(2 points)- EC #3- Teacher starts class/instruction on time.

(2 points) - EC #4 - Teacher maintains appropriate teacher/student relationships.

(2 points) - EC #5 - Teacher follows and enforces school policies and procedures.

(4 points) - EC #6 - Teacher follows building expectations for arrival, dismissal, and professional duties throughout the school day.**

(2 points) - EC #7 - Teacher shows respect toward administration, colleagues, parents, students, and community.

(2 points) - EC #8 - Teacher meets Skyward attendance and grading period deadlines and updates Family Access Gradebook in a timely manner. Special Education teacher meets reporting requirements in a timely manner.

(2 points)- EC #9 - Teacher completes and turns in documentation by the deadline. Such as contracts, testing integrity agreements, google forms, safety videos, staff attendance/Frontline, etc.

(2 points) - EC #10 - Teacher uses technology responsibly and maintains the integrity of our computer network.

(2 points) - EC #11 - Teacher communicates effectively with students, parents, staff, administration and community members in a timely manner.

(2 points) - EC #12 - Teacher studies, reflects, and utilizes current best practices on educational research on teaching and learning and/or actively participates in professional development.

(1 point) - EC #13 - Teacher demonstrates and encourages school spirit.

(3 points) - EC #14 - Teacher is involved in extracurricular and/or school committees.

(2 points) - EC #15 - Teacher leads by sharing professional knowledge and skills with other professionals.

Teacher Total Points:

Teacher Rating:

Scale: 56 - 65 Highly Effective (4)
48 - 55 Effective (3)
24 - 47 Needs Improvement (2)
0 - 23 Ineffective (1)

- 1. Observations will occur at various times throughout the school year. All newly hired certified staff will be observed 2 times per semester for the first 3 years of certified employment with Northeast Dubois. Certified staff placed on an improvement plan will be observed at least 2 times per semester. Improvement plans, including use of employee's license renewal credits, will be assigned to teachers rated as ineffective or improvement necessary.**
- 2. Teachers have the opportunity on all Essential Components to earn partial points.**

****Chronic Absentism and Tardiness will be reported to the Superintendent and School Board.**