

**JEFFERSON COUNTY PUBLIC SCHOOLS  
COMPREHENSIVE TEACHER PERFORMANCE EVALUATION**

**NAME:** \_\_\_\_\_ **SCHOOL/LOCATION:** \_\_\_\_\_

**S.S.N.** \_\_\_\_\_ **YRS. OF SERVICE:** \_\_\_\_\_ **DATE:** \_\_\_\_\_

**SUBJ./GRADE LEVEL:** \_\_\_\_\_ **PRINCIPAL/COST CENTER HEAD:** \_\_\_\_\_

**DATES OF OBSERVATIONS:** \_\_\_\_\_

A comprehensive evaluation will be made by the evaluator following observations of at least thirty (30) minutes each conducted as specified in the General Procedures. A narrative is required for any teacher standard rating that is marked “adequately meets”, “inconsistently meets” or “does not meet”, and the evaluator must initial all additional pages. The evaluator may choose to write a narrative for “consistently meets”.

<b>TEACHER STANDARDS</b>	<b>Consistently Meets</b>	<b>Adequately Meets</b>	<b>Inconsistently Meets</b>	<b>Does Not Meet</b>
1. Demonstrates Professional Leadership				
2. Demonstrates Knowledge of Content				
3. Designs/Plans Instruction				
4. Creates/Maintains Learning Climate				
5. Implements/Manages Instruction				
6. Assesses and Communicates				
7. Reflects/Evaluates Teaching/Learning				
8. Collaborates with Colleagues/Parents/Others				
9. Engages in Professional Development				
10. Performs Professional Responsibilities and Duties				

**Consistently Meets:** Employee’s performance meets or exceeds the performance criteria.

**Adequately Meets:** Employee’s performance is adequate, usually accomplishing the objectives. The employee follows instructions and requires minimal intervention.

**Inconsistently Meets:** Employee’s performance is less than the performance criteria expected and needs improvement.

**Does Not Meet:** Employee’s performance is substantially below expectations and is unacceptable. The employee rarely accomplishes the performance criteria even with frequent assistance and support.

Individual Professional Growth Plan (which the teacher has helped develop):  
A Professional Growth Plan with the Performance Objective of

(     ) achieved    (     ) revised    (     ) continuing    (     ) not applicable

Optional Comments By Evaluator and/or Teacher:

Optional comments may be attached to this form provided the evaluator and teacher have initialed all additional pages.

This evaluation has been discussed with me: (    ) yes (    ) no

The teacher may submit a written response within ten (10) days to be sent to Personnel Services for inclusion in the teacher's personnel file with a copy to the evaluator.

_____	_____	_____	_____
DATE	EVALUATOR	DATE	EMPLOYEE
	_____		
	PRINCIPAL/COST CENTER HEAD		

Distribution:    Personnel File  
                  Principal  
                  Employee

**STANDARD 1: DEMONSTRATES PROFESSIONAL LEADERSHIP**

The teacher provides professional leadership within the school, community and education profession to improve student learning and well-being. (See Teacher Performance Criteria/Indicators)

**STANDARD 2: DEMONSTRATES KNOWLEDGE OF CONTENT**

The teacher demonstrates content knowledge within own discipline(s) and in application(s) to other disciplines. (See Teacher Performance Criteria/Indicators)

**STANDARD 3: DESIGNS AND PLANS INSTRUCTION**

The teacher designs/plans instruction that develops student abilities to use communication skills, technology, apply core concepts, become self-sufficient individuals, become responsible team members, think and solve problems, and integrate knowledge. (See Teacher Performance Criteria/Indicators)

#### STANDARD 4: CREATES AND MAINTAINS LEARNING CLIMATE

The teacher creates a learning climate that supports the development of student abilities to use communication skills, apply core concepts, become self-sufficient individuals, become responsible team members, think and solve problems, and integrate knowledge. (See Teacher Performance Criteria/Indicators)

#### STANDARD 5: IMPLEMENTS AND MANAGES INSTRUCTION

The teacher introduces/implements/manages instruction that develops student abilities to use communication skills, technology, apply core concepts, become self-sufficient individuals, become responsible team members, think and solve problems, and integrate knowledge. (See Teacher Performance Criteria/Indicators)

#### STANDARD 6: ASSESSES AND COMMUNICATES

The teacher assesses and communicates results to students and others with respect to student abilities to use communication skills, apply core concepts, become self-sufficient individuals, become responsible team members, think and solve problems, and integrate knowledge. (See Teacher Performance Criteria/Indicators)

#### STANDARD 7: REFLECTS/EVALUATES TEACHING/LEARNING

The teacher reflects on and evaluates teaching/learning. (See Teacher Performance Criteria/Indicators)

**STANDARD 8: COLLABORATES WITH COLLEAGUES/PARENTS/OTHERS**

The teacher collaborates with colleagues, parents, and other agencies to design, implement, and support learning programs that develop student abilities to use communication skills, apply core concepts, become self-sufficient individuals, become responsible team members, think and solve problems, and integrate knowledge. (See Teacher Performance Criteria/Indicators)

**STANDARD 9: ENGAGES IN PROFESSIONAL DEVELOPMENT**

The teacher evaluates own overall performance in relation to Kentucky's learner goals and implements a professional development plan. (See Teacher Performance Criteria/Indicators)

**STANDARD 10: PERFORMS PROFESSIONAL RESPONSIBILITIES AND DUTIES**

The teacher performs professional responsibilities and duties as outlined in the job description including regular attendance and punctuality. (See Teacher Performance Criteria/Indicators)