

**FREEMAN PUBLIC SCHOOLS**  
**415 Eighth Street, P.O. Box 259**  
**Adams, Nebraska 6830-0107**

Teacher Name: \_\_\_\_\_ Time: \_\_\_\_\_ Date: \_\_\_\_\_  
Observer: Mr. Brazell Class: \_\_\_\_\_

**The observer will look for:**

**PLANNING AND PREPARATION**

Demonstration of knowledge of content area, knowledge of students, selection of instructional goals, demonstration of knowledge of resources, ability to design coherent instruction, and assessment of student learning.

**CLASSROOM ENVIRONMENT**

The teacher's ability to create an environment of respect and rapport, the teacher's ability to establish a culture for learning, management of classroom procedures, management of student behavior, and organization of physical space.

**INSTRUCTION**

The teacher's ability to communicate clearly and accurately, the teacher's questioning and discussion techniques, ability to engage students in learning, the providing of feedback to students, and a demonstration of flexibility and responsiveness.

**PROFESSIONAL RESPONSIBILITIES**

The teacher's reflections on teaching, the maintenance of accurate records, communication with families, contributions to the school and district, growth and professional development, and overall professionalism.

**SCHOOL IMPROVEMENT**

Participation in school improvement, including preparation, proficiency, implementation and leadership.

**SUMMARY**

	<b>UNSATISFACTORY</b>	<b>BASIC</b>	<b>PROFICIENT</b>	<b>DISTINGUISHED</b>
<b>PLANNING AND PREPARATION</b>				
<b>CLASSROOM ENVIRONMENT</b>				
<b>INSTRUCTION</b>				
<b>PROFESSIONAL RESPONSIBILITIES</b>				
<b>SCHOOL IMPROVEMENT</b>				

\_\_\_\_\_  
Teacher Signature

\_\_\_\_\_  
Administrator's Signature

\_\_\_\_\_  
Date

Teacher Comments:

**Levels of Performance**

**Unsatisfactory:** The teacher does not yet appear to understand the concepts underlying the component. Working on fundamental practices associated with the elements will enable the teacher to grow and develop in this area.

**Basic:** The teacher appears to understand the concepts underlying the component and attempts to implement its elements adequately.

**Proficient:** The teacher clearly understands the concepts underlying the component and implements it well.

**Distinguished:** Teachers at this level are master teachers and make a contribution to the field, both in and outside their school. Their classrooms operate at a qualitatively different level, consisting of a community of learners, with students highly motivated and engaged and assuming considerable responsibility for their own learning.

**\*Any teacher having a mark of *Unsatisfactory* in any of the evaluated areas will be placed on a teacher improvement plan.**

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**EVALUATION WORKSHEET FOR IMPROVEMENT OF INSTRUCTION**

**Teacher Name:**

**Grade/Subject:**

**Date:**

Area For Improvement:

Define Specific Steps For Improvement:

Methods for Evaluation:

Evaluation Timetable:

Evaluation Results:

I have read this evaluation, and have had an opportunity to make comments and to discuss it with my administrator.

\_\_\_\_\_  
Administrator's Signature

\_\_\_\_\_  
Teacher's Signature

\_\_\_\_\_  
Date