



PROFESSIONAL STAFF EVALUATION

Ann Arbor Public Schools Ann Arbor, Michigan

School _____

Name _____ Evaluator _____ Assignment _____

Events	Dates	Employee Status: (Check One)	Evaluation Status: (Check One)	Others Contributing to this Evaluation:		
Classroom visits:		<input type="checkbox"/> Probationary Year 1	Note: These options are only available to Tenured and Post-Probationary Non-Tenured staff.	_____	_____	
		<input type="checkbox"/> Probationary Year 2		<i>Name</i>	<i>Title</i>	
		<input type="checkbox"/> Probationary Year 3		_____	<i>Name</i>	<i>Title</i>
		<input type="checkbox"/> Probationary Year 4		_____	<i>Name</i>	<i>Title</i>
Review draft with Staff Member		<input type="checkbox"/> Tenured		_____	<i>Name</i>	<i>Title</i>
Final Revision For Signature		<input type="checkbox"/> Non Tenure Status	<input checked="" type="checkbox"/> Option 1	_____	_____	
		<input type="checkbox"/> Recommended for Tenure	<input type="checkbox"/> Option 2	<i>Name</i>	<i>Title</i>	
				_____	_____	

RATING SCALE

- M** = **M**eets the District's performance expectations as derived from the National Board for Professional Teaching Standards.
(A "**M**eets" rating is achieved by showing evidence of meeting all descriptors in a given aspect of performance.)
- P** = Demonstrates **P**rogress and improvement in meeting the District's expectations as derived from the National Board for Professional Teaching Standards.
(This is for the first 2 years of a 4 year probationary period OR the first year of a 2 year probationary period and ONLY in the 4 aspects which refer to the AAPS curriculum [2a, 3a, 3e, 4a].)
- B** = Performing **B**elow expectations in meeting the District's expectations as derived from the National Board for Professional Teaching Standards.
- U** = **U**nsatisfactory performance in meeting the District's expectations as derived from the National Board for Professional Teaching Standards.

Professional Staff Evaluation

Name: _____ Date: _____

1. Committed to students and their learning.

		Rating	Narrative	Recommendations	IDP Goal ↓
A	Recognizes individual differences in her/his students and adjust her/his practice accordingly				
B	Understands how students develop and learn				
C	Treats students equitably				
D	Mission extends beyond developing the students' cognitive capacity				

2. Knows the subjects (s)he teaches and how to teach those subjects to students.

		Rating	Narrative	Recommendations	IDP Goal ↓
A	Appreciates how knowledge in his/her subjects is created, organized and linked to other disciplines in the context of relevant student outcomes of the AAPS curriculum				
B	Commands specialized knowledge of how to convey a subject to students				
C	Generates multiple paths to knowledge				
D	Classroom instruction demonstrates cultural competency				

Professional Staff Evaluation

Name: _____ Date: _____

3. Responsible for managing and monitoring student learning.

		Rating	Narrative	Recommendations	IDP Goal ↓
A	Mindful of their primary objectives in terms of the relevant student outcomes of the AAPS curriculum				
B	Calls on multiple methods to meet her/his goals				
C	Orchestrates learning in group settings				
D	Places a premium on student engagement in learning				
E	Regularly assesses student progress using the relevant student outcomes of the AAPS curriculum				
F	Uses data to guide instruction				

4. Thinks systematically about their practice and learn from experience.

		Rating	Narrative	Recommendations	IDP Goal ↓
A	Continually makes challenging decisions that test his/her judgment using the relevant student outcomes of the AAPS curriculum				
B	Seeks the advice of others and draws on education research and scholarship to improve his/her practice				

Professional Staff Evaluation

Name: _____ Date: _____

5. Member of learning communities.

				IDP Goal
	Rating	Narrative	Recommendations	↓
A		Contributes to school effectiveness by collaborating with other staff		
B		Works collaboratively with parents		
C		Takes advantage of community resources		

6. Communicates effectively.

				IDP Goal
	Rating	Narrative	Recommendations	↓
A		Communicates effectively in appropriate written language		
B		Communicates effectively in appropriate oral language		
C		Communicates effectively with current technology (PowerSchool)		

7. Demonstrates professional work habits.

				IDP Goal
	Rating	Narrative	Recommendations	↓
A		Conscientious in her/his attendance		
B		Punctual		
C		Meets deadlines		

Professional Staff Evaluation

Name: _____

Date: _____

Additional Professional Participation:

Name: _____ Date: _____

Signatures:

Signature of Evaluator

Date

* * * * *

I have read this evaluation.

"I understand that my signature is not intended to indicate my agreement with the evaluation, but is simply to provide the required record that I have read this evaluation and that I have been offered an opportunity to discuss this evaluation with my evaluator. I also recognize my right to attach comments concerning this evaluation to this document."

Signature of Staff Member

Date

"If the teacher objects to such a signature, he/she may submit a separate signed document acknowledging the same statements that are above. A copy of the signed evaluation shall be provided for the teacher."

Separate signed document attached _____ Yes _____ No

"In the event that the teacher feels his/her evaluation was incomplete or unjust, he/she may put his/her objections in writing and have them attached to the evaluation report to be placed in the Personnel File."

Comments attached _____ Yes _____ No