

**LANDER COUNTY SCHOOL DISTRICT  
LICENSED EMPLOYEE APPRAISAL REPORT**

Employee's Name: \_\_\_\_\_ School/Location: \_\_\_\_\_

Social Security No.: \_\_\_\_\_ Assignment: \_\_\_\_\_ Years in Lander Schools: \_\_\_\_\_

Observation Dates: From \_\_\_\_\_ to \_\_\_\_\_ Conference Date: \_\_\_\_\_ Page 1 of \_\_\_\_\_

Report and analysis of observations, performance, and other factors which may be pertinent to performance; probationary/postprobationary status, date of last evaluation and directions.

LEVELS OF PERFORMANCE			
<b>Level 4</b>	Performance exceeds standards consistently at a distinguished level.		<b>Level 2</b>
<b>Level 3</b>	Performance consistently meets standards and may occasionally exceed standards in some areas.		<b>Level 1</b>
			Performance approaches standards and/or does not consistently meet standards.
			Performance is below standards and is not satisfactory.

**PROFESSIONAL DOMAINS**

<b>PLANNING AND PREPARATION</b>	4	3	2	1	
<b>PROFESSIONAL STANDARDS</b>					
1. Instructional planning was documented in written lesson plans and based on adopted curriculum documents and standards.					
2. Content knowledge was demonstrated in planning.					
3. Planning reflected knowledge of student achievement, access/equity, students' interests and backgrounds, and other site-specific demographic data.					
<b>ASSESSMENT OF STUDENT ACHIEVEMENT</b>	4	3	2	1	
<b>PROFESSIONAL STANDARDS</b>					
1. Student achievement, access/equity, and other site specific demographic data were analyzed.					
2. Desired results for student learning/achievement were identified, measurable, and used for instructional planning to determine and monitor student progress.					
3. Assessment regulations and guidelines were followed.					
<b>LEARNING ENVIRONMENT</b>	4	3	2	1	
<b>PROFESSIONAL STANDARDS</b>					
1. An academic focus and on-task behavior were maintained.					
2. A classroom management/discipline plan was in place, communicated and maintained.					
3. Respect and courtesy were modeled by the teacher in student and parent interactions.					
4. The physical environment supported the teaching/learning process.					
<b>INSTRUCTION</b>	4	3	2	1	
<b>PROFESSIONAL STANDARDS</b>					
1. The components of an effective lesson and the basic principles of learning were used when providing instruction.					
2. Varied instructional strategies, approaches, and resources, aligned with instructional objectives, engaged students in learning.					
					<b>A narrative, which includes a PERFORMANCE SUMMARY and IMPROVEMENT GOALS/DIRECTIONS, must be included on the following page(s).</b>

**Overall performance rating of unsatisfactory will require additional documentation.**

I certify that I have supervised and evaluated the professional performance of the above named  probationary  postprobationary employee, and I certify that to date this school year his/her overall performance  is satisfactory  is not satisfactory.

Signature of Employee† \_\_\_\_\_

Date \_\_\_\_\_

Signature of Supervising Administrator \_\_\_\_\_

Date \_\_\_\_\_

†Your signature indicates you have received the evaluation form and not that you necessarily agree with the evaluation.

**LANDER COUNTY SCHOOL DISTRICT  
LICENSED EMPLOYEE APPRAISAL REPORT NARRATIVE**

Name

SS#

Date

Page No. of

---

**PERFORMANCE SUMMARY**

\_\_\_\_\_  
Signature of Employee†

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Supervising Administrator

\_\_\_\_\_  
Date

†Your signature indicates you have received the evaluation form and not that you necessarily agree with the evaluation.

**LANDER COUNTY SCHOOL DISTRICT  
LICENSED EMPLOYEE APPRAISAL REPORT NARRATIVE**

Name

SS#

Date

Page No. of

---

**IMPROVEMENT GOALS/DIRECTIONS**

---

Signature of Employee†

Date

---

Signature of Supervising Administrator

Date

†Your signature indicates you have received the evaluation form and not that you necessarily agree with the evaluation.

**LANDER COUNTY SCHOOL DISTRICT  
PERSONNEL RECORD - CONTINUATION SHEET**

Name

SS#

Date

Page No. of

---

\_\_\_\_\_  
Signature of Employee†

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Supervising Administrator

\_\_\_\_\_  
Date

†Your signature indicates you have received the evaluation form and not that you necessarily agree with the evaluation.