

Swartz Creek Community Schools  
**2015-2016 TEACHER  
 EVALUATION FORM**

Date May 26, 2016

Grade Level(s) Fourth

Teacher Robert Cawson

Administrator: Lauren Hunter

Building Gaines Elementary

Subject: ALL

Tenured  Yes  No

On IDP  Yes  No

Effectiveness Rating			
Ineffective	Minimally Effective	Effective	Highly Effective
		X	

**Domain 1: Planning and Preparation**

- 1a Demonstrating Knowledge of Content and Pedagogy
- 1b Demonstrating Knowledge of Students
- 1c Setting Instructional Outcomes
- 1d Demonstrating Knowledge of Resources
- 1e Designing Coherent Instruction
- 1f Designing Student Assessments

	Effectiveness Rating			
	Ineffective	Minimally Effective	Effective	Highly Effective
<b>Domain 2: Classroom Environment</b>				X

- 2a Creating an Environment of Respect and Rapport
- 2b Establishing a Culture for Learning
- 2c Managing Classroom Procedures
- 2d Managing Student Behavior
- 2e Organizing Physical Space

	Effectiveness Rating			
	Ineffective	Minimally Effective	Effective	Highly Effective
<b>Domain 3: Instruction</b>				X

- 3a Communicating With Students
- 3b Using Questioning and Discussion Techniques
- 3c Engaging Students in Learning
- 3d Using Assessment in Instruction
- 3e Demonstrating Flexibility and Responsiveness

	Effectiveness Rating			
	Ineffective	Minimally Effective	Effective	Highly Effective
<b>Domain 4: Professional Responsibilities</b>			X	
4a Reflecting on Teaching 4b Maintaining Accurate Records 4c Communicating with Families 4d Participating in a Professional Community 4e Growing and Developing Professionally 4f Showing Professionalism				
<b><u>Final Comments</u></b>  <p>In Robert's first four years of teaching he has taught two different grade levels gaining experience in teaching children at different developmental ages and the corresponding curriculum at each level. Robert is a dedicated professional who spends a good deal of his personal time planning for classroom instruction and coordinating extracurricular projects. He has the confidence and creative energy to initiate tasks that contribute to student learning and to the school community as a whole. Beyond the regular school day Robert organizes and leads school wide activities such as a charity basketball game, an after school program and coordinates our 4th and 5th grade safety patrol program. He also attends school board &amp; PTO meetings. Through these activities he exhibits leadership, ambition, commitment and attention to detail. Robert is skilled at rallying the support of parents, students, community members, and staff members for the projects he takes on. His enthusiasm is contagious and his passion for working with all stakeholders is clearly evident.</p> <p>Robert is very comfortable around children and easily develops rapport with students, even those who are not in his class. He is sensitive to their needs and communicates openly with parents regarding the progress and best interests of their children. He is particularly adept at developing trusting, supportive relationships with some of our neediest students. He holds high expectations both behaviorally and academically for his fourth graders.</p>				

I recommend that Robert seek out opportunities to lead teachers, face-to-face, in curriculum development and school improvement initiatives to further develop his confidence and effectiveness as an instructional leader. I believe he needs to establish professional credibility and leadership among his peers before he attempts to pursue an administrative position. It is important to be seen as a lead learner before being placed in a leadership role in a building.

As with all true professionals, Robert is reflective about his practice, seeks feedback and welcomes constructive criticism. Through recent experiences he is gaining a better understanding of the importance of establishing appropriate personal and professional boundaries. Filtering your thoughts and opinions through the eyes and ears of all stakeholders to determine whether you should voice them or keep them to yourself, requires you to make judgment calls on a continuous basis throughout the day.

Over time, I am confident that Robert will continue to build on his life experience, while learning, growing and maturing from those experiences. I encourage him to continue to pursue a wide variety of opportunities that will prove to be valuable assets toward realizing his career goals. I believe he has a great future as an educator and will have a positive influence on the teaching experiences of others and the lives of countless students and their families.

Please refer to the critical attributes for highly effective for each component and continue to work to implement.

	Effectiveness Rating			
	Ineffective	Minimally Effective	Effective	Highly Effective
Domain 1			X	
Domain 2				X
Domain 3				X
Domain 4			X	
Student Growth				X
Overall Rating				X



Recommendation

First Year Probation
  Fourth Year Probation

Second Year Probation
 X  Fifth Year Probation (hired after July 1 2011)

Third Year Probation
  Tenure

Administrative Signature *James Hunter*

Teacher Signature *Robert Carson*