



## Late Hire Evaluation (Hired April 15<sup>th</sup> and Beyond)

This observation form requires the evaluator to provide a description of areas needing improvement and comments about performance. Complete as required documentation near the end of the year. It will verify performance from hire date to end of year.

Name: \_\_\_\_\_

Date: \_\_\_\_\_

School: \_\_\_\_\_

District: \_\_\_\_\_

Evaluator: \_\_\_\_\_

Title: \_\_\_\_\_

### Standard I: Teachers demonstrate leadership

Developing      Proficient      Accomplished      Distinguished      Not Demonstrated

Teachers lead in the classroom

Teachers demonstrate leadership in the school

Teachers lead the teaching profession

Teachers advocate for schools and students

Teachers demonstrate high ethical standards

Overall rating for Standard I

**Standard II: Teachers establish a respectful environment for a diverse population of students**

Developing      Proficient      Accomplished      Distinguished      Not Demonstrated

Teachers provide an environment in which each child has a positive, nurturing relationship with caring adults

Teachers embrace diversity in the school and community and in the world

Teachers treat students as individuals

Teachers adapt their teaching for the benefit of students with special needs

Teachers work collaboratively with the families and significant adults in the lives of their students

Overall rating for Standard II

**Standard III: Teachers know the content they teach**

Developing      Proficient      Accomplished      Distinguished      Not Demonstrated

Teachers align their instruction with the NC standard course of study

Teachers know the content appropriate to their teaching specialty

Teachers recognize the interconnectedness of content areas/disciplines

Teachers make instruction relevant to students

Overall rating for Standard II

## **Standard IV: Teachers facilitate learning for their students**

Developing      Proficient      Accomplished      Distinguished      Not Demonstrated

Teachers know the ways in which learning takes place, and they know the appropriate levels of intellectual, physical, social, and emotional development of their students

Teachers collaborate with their colleagues  
And use a variety of data sources for short-  
And long range planning based on the NC  
Standards course of Study

Teachers use a variety of instructional  
methods

Teachers integrate and utilize technology  
In their instruction

Teachers help students develop critical  
Thinking and problem-solving skills

Teachers help students work in teams and  
Develop leadership qualities

Teachers communicate effectively

Teachers use a variety of methods to  
Assess what each student has learned

Overall rating for Standard IV

## **Standard V: Teachers reflect on their practice**

Developing      Proficient      Accomplished      Distinguished      Not Demonstrated

Teachers analyze student learning

Teachers link professional growth  
To their professional goals

Teachers function effectively in a  
Complex, dynamic environment

Overall rating for Standard II

Comments:

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Recommended actions for improvement:

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Resources needed to complete these actions:

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Evidence or documentation to support rating:

- Lesson Plans
- Completion of Professional Development
- Formative Assessments
- Participation in Professional Learning Community
- Student Work
- Formative and Summative Assessment Data
- Professional Development Plan

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Teacher Signature

Date \_\_\_\_\_

Principal/Evaluator Signature

Date \_\_\_\_\_

Comments Attached  Yes  No

Principal/Evaluator Signature

Date \_\_\_\_\_

(Signature indicates question above regarding comments has been addressed)

The teacher's signature on this form represents neither acceptance nor approval of the report. It does, however, indicate that the teacher has reviewed the report with the evaluator and may reply in writing. The signature of the principal or evaluator verifies that the report has been reviewed and the proper process has been followed according to North Carolina State Board of Education Policy for the Teacher Evaluation Process.

Please upload this form to [HRlicensure@rss.k12.nc.us](mailto:HRlicensure@rss.k12.nc.us) after completion!