

Hay Springs Public Schools  
Evaluation of Teacher Performance

Teacher: Mr. Jerry Janes  
Evaluator: Mr. Stephen Pummel  
Subject: English/Technology  
Date: 4/1/2011

Observations:

3/29/30, Creative Writing/Speech, 8:00 - 8:35 am: When the second bell rang students (4) were already in class and engaged. Students were instructed to close out of their folder and begin working on Project 1. Student followed task as assigned.

3/29/2011, 11<sup>th</sup> Grade English, 12:30 – 1:00 pm: Students were instructed to go to Mr. Janes' website, research section, and working on bibliography, the basic form for work cited page. Students worked on projects the remainder of the class.

3/30/2011, seventh grade Careers Tech, 1:30 – 2:30 pm: Mr. Plananski arranged a health careers presentation and guest speaker. Mr. Janes moved directly from the computer lab to the classroom for the presentation.

3/30/2011, sixth grade careers tech, 2:30 – 3:30 pm: Sixth grade students entered the computer lab, logged onto the computer, and prepared for class. Students were routed into the classroom for a health careers presentation.

ESSENTIAL TEACHING SKILLS

A. Standard – Clarity of Presentation:

X  Meets Standards \_\_\_ Needs Improvement

- All students engaged in all observations.
- Students were self-directed in creative writing and speech class.
- Excellent presentation for Junior English!

B. Standard – Planning:

X  Meets Standards \_\_\_ Needs Improvement

- Lesson plans are turned in weekly and easy to follow.
- Mr. Janes was flexible with the last minute schedule of a health careers presentation.

C. Standard – Variability of Presentation:

X  Meets Standards \_\_\_ Needs Improvement

- Great use of technology in all observed classes and everything you sponsor.

D. Standard – Task Orientation:

X  Meets Standards \_\_\_ Needs Improvement

- All students were on task.

E. Standards – Classroom Management and Environment:

X  Meets Standards \_\_\_ Needs Improvement

- All students well behaved during all observations. Classrooms very structured.

F. Standard – Thinking Skills:

X  Meets Standards \_\_\_ Needs Improvement

- The nature of the activities during observations all demanded thinking skills. Students needed to process information to complete the task or assignment.

G. Standard – Student Success:

X  Meets Standards \_\_\_ Needs Improvement

- All students have the opportunity to be successful in all classes. Students struggling have the opportunity for individual assistance before and after school, during class. Students who fail generally are not making an effort or won't seek clarification when needed.

H. Standard – Student Participation:

Meets Standards  Needs Improvement

- All students involved and had ample opportunity to participate in class instruction, ask questions, or seek assistance in class.
- Every class observed had students working on projects or assignments. All students fully aware of the expectations and engaged.

I. Standard – Student Relationships:

Meets Standards  Needs Improvement

- Mr. Janes continues to maintain a personal interest in his students. He is getting to know each one individually and will work with those that want or requests assistance.

J. Standard – Enthusiasm:

Meets Standards  Needs Improvement

- There is no doubt that Mr. Janes enjoys teaching and the challenges associated with teaching. He confronts challenges, enjoys student stimulations, and will assist any student that is sincerely interested in needing help.

ESSENTIAL PROFESSIONAL ATTRIBUTES

A. Standard – Responsibility:

Meets Standards  Needs Improvement

Mr. Janes takes his school responsibilities very serious. He very willing to assist when needed.

B. Standard – Relationships:

Meets Standards  Needs Improvement

Relationships with students, parents, staff, and community are developing.

Strengths

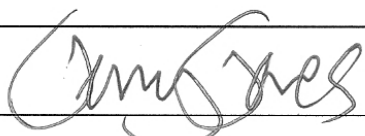
- We appreciate Mr. Janes taking the leadership with the Elder’s Wisdom program. Great program! In addition he assists with the district web pages, videoing activities, and sponsoring student council. We know that if he is involved with an activity or program – it will be done well.
- Technology is an integral part of Mr. Janes instructional methods. Technology tends to be a weak area in Hay Springs Public Schools. Students, under his charge, have improved their technological skills. The students enjoy the use of technology and also need the skills in life and college success.

Areas to Focus:

- Students in general enjoy Mr. Janes, his classes, and his teaching style and method. There are those that have difficulty adjusting to the changes he has implemented. I would encourage him to be patient with students, be consistent with students, and be aware that you bring a very different instructional style to Hay Springs. The students, parents, and staff have been ingrained with status quo and change comes slowly and sometimes reluctantly.
- General observations or comments comparing our students to others you have had in the past seem to be frustrating to you and many new staff members. I would suggest you acknowledge our students abilities, and begin teaching from their ability level. All students "are what they are" when we arrived. No one is to blame – it’s where he or she is today. Our job is to raise them to the next level.
- The Conditional Teaching Permit as noted on the permit continues to be a high priority for Mr. Janes to address. As we discovered earlier in the school year the State of Nebraska is very aggressive regarding certification. Continued employment reflects current certification.

Mr. Janes has had a good first year of teaching in Hay Springs Public Schools. We’ve experienced a few challenges, addressed some certification issues, and is adjusting to the community and school district. We appreciate his contribution to the students and school district.

Teacher Signature



Date

4/1/11

Administrator



Date

4-1-11