

## Walden Green Montessori Academy Evaluation System

In September of 2010, The Board of Education charged the director to create an evaluation system for the school's teachers. The evaluation created is based on both evaluation of performance as well as the advancement of professional learning. The evaluation system was based on the works of Charlotte Danielson and her Professional Framework for Teaching Practice.

Teachers that are highly effective enrich the lives of our children and have a direct influence in promoting student learning. Effective teachers help students to love learning and results in increased student achievement. The evaluation system is based on the most recent research and reflects what effective teachers do in their classroom.

The evaluation system is in rubric form and helps to give us a map for needed professional development, growth of the individual teacher, goal-setting and the evaluation of the teacher in their performance of planning, preparing, conducting, assessing and reflecting on their classroom instruction. We envision this process to help our teachers to be able to self-reflect and evaluate, to help them in establishing learning goals, and to help make this a daily assessment in their professional career.