

SOUTHWESTERN OK STATE UNIVERSITY
DEPARTMENT OF EDUCATION
Principal/Superintendent Evaluation of First-Year Teacher
Summer 2010

ASSESSMENT OF TEACHING COMPETENCIES

At the present time, the first-year teacher...		Count	Pct
1. understand the central concepts, methods of inquiry and subject matter discipline(s) I teach.	1 Poor	0	0.00%
	2 Marginal	0	0.00%
	3 Adequate	1	5.00%
	4 Well	6	30.00%
	5 Excellent	13	65.00%
	No Experience	0	0.00%
	<i>Total</i>	20	100.00%
	MEAN	4.60	

		Count	Pct
5. use a variety of instructional strategies to encourage students critical thinking.	1 Poor	0	0.00%
	2 Marginal	0	0.00%
	3 Adequate	1	5.00%
	4 Well	9	45.00%
	5 Excellent	10	50.00%
	No Experience	0	0.00%
	<i>Total</i>	20	100.00%
	MEAN	4.45	

2. can create learning experiences that make the central concepts of subject matter meaningful for students.	1 Poor	0	0.00%
	2 Marginal	0	0.00%
	3 Adequate	1	5.00%
	4 Well	6	30.00%
	5 Excellent	13	65.00%
	No Experience	0	0.00%
	<i>Total</i>	20	100.00%
	MEAN	4.60	

6. use a variety of instructional strategies to encourage students classroom performance skills.	1 Poor	0	0.00%
	2 Marginal	0	0.00%
	3 Adequate	3	15.00%
	4 Well	8	40.00%
	5 Excellent	9	45.00%
	No Experience	0	0.00%
	<i>Total</i>	20	100.00%
	MEAN	4.30	

3. plan instruction based upon knowledge of the teaching/learning process.	1 Poor	0	0.00%
	2 Marginal	0	0.00%
	3 Adequate	2	10.00%
	4 Well	4	20.00%
	5 Excellent	14	70.00%
	No Experience	0	0.00%
	<i>Total</i>	20	100.00%
	MEAN	4.60	

7. use a variety of instructional strategies to encourage students problem solving skills.	1 Poor	0	0.00%
	2 Marginal	0	0.00%
	3 Adequate	2	10.00%
	4 Well	11	55.00%
	5 Excellent	7	35.00%
	No Experience	0	0.00%
	<i>Total</i>	20	100.00%
	MEAN	4.25	

4. understand the concept of making learning enjoyable.	1 Poor	0	0.00%
	2 Marginal	0	0.00%
	3 Adequate	1	5.00%
	4 Well	5	25.00%
	5 Excellent	14	70.00%
	No Experience	0	0.00%
	<i>Total</i>	20	100.00%
	MEAN	4.65	

8. am able to develop instructional strategies/plans based on Priority Academic Student Skills (PASS).	1 Poor	0	0.00%
	2 Marginal	0	0.00%
	3 Adequate	1	5.00%
	4 Well	7	35.00%
	5 Excellent	12	60.00%
	No Experience	0	0.00%
	<i>Total</i>	20	100.00%
	MEAN	4.55	

SOUTHWESTERN OK STATE UNIVERSITY
DEPARTMENT OF EDUCATION
Principal/Superintendent Evaluation of First-Year Teacher
Summer 2010

At the present time, the first-year teacher... (Continued)		Count	Pct
9. use a variety of instructional strategies to encourage students development of information acquisition.	1 Poor	0	0.00%
	2 Marginal	1	5.00%
	3 Adequate	0	0.00%
	4 Well	10	50.00%
	5 Excellent	9	45.00%
	No Experience	0	0.00%
	<i>Total</i>	20	100.00%
	MEAN	4.35	

		Count	Pct
13. understand how students learn and develop.	1 Poor	0	0.00%
	2 Marginal	0	0.00%
	3 Adequate	1	5.00%
	4 Well	12	60.00%
	5 Excellent	7	35.00%
	No Experience	0	0.00%
	<i>Total</i>	20	100.00%
	MEAN	4.30	

10. use best practices related to student motivation and behavior to create learning environments that encourage active engagement in learning.	1 Poor	0	0.00%
	2 Marginal	0	0.00%
	3 Adequate	2	10.00%
	4 Well	10	50.00%
	5 Excellent	8	40.00%
	No Experience	0	0.00%
	<i>Total</i>	20	100.00%
	MEAN	4.30	

14. can develop learning opportunities that support the students' intellectual, social and physical development.	1 Poor	0	0.00%
	2 Marginal	0	0.00%
	3 Adequate	0	0.00%
	4 Well	11	55.00%
	5 Excellent	9	45.00%
	No Experience	0	0.00%
	<i>Total</i>	20	100.00%
	MEAN	4.45	

11. evaluate and modify the teaching/learning process to ensure the continuous intellectual, social, and physical development of the learner.	1 Poor	0	0.00%
	2 Marginal	0	0.00%
	3 Adequate	4	20.00%
	4 Well	9	45.00%
	5 Excellent	7	35.00%
	No Experience	0	0.00%
	<i>Total</i>	20	100.00%
	MEAN	4.15	

15. adapt instruction based upon assessment and reflection.	1 Poor	0	0.00%
	2 Marginal	0	0.00%
	3 Adequate	3	15.00%
	4 Well	10	50.00%
	5 Excellent	7	35.00%
	No Experience	0	0.00%
	<i>Total</i>	20	100.00%
	MEAN	4.20	

12. use best practices related to student motivation and behavior to create learning environments that encourage self-motivation.	1 Poor	0	0.00%
	2 Marginal	0	0.00%
	3 Adequate	2	10.00%
	4 Well	10	50.00%
	5 Excellent	8	40.00%
	No Experience	0	0.00%
	<i>Total</i>	20	100.00%
	MEAN	4.30	

16. create instructional opportunities that are adaptable to diverse learners.	1 Poor	0	0.00%
	2 Marginal	0	0.00%
	3 Adequate	2	10.00%
	4 Well	10	50.00%
	5 Excellent	8	40.00%
	No Experience	0	0.00%
	<i>Total</i>	20	100.00%
	MEAN	4.30	

SOUTHWESTERN OK STATE UNIVERSITY
DEPARTMENT OF EDUCATION
Principal/Superintendent Evaluation of First-Year Teacher
Summer 2010

At the present time, the first-year teacher... (Continued)		Count	Pct
17. plan instruction based upon students abilities and differences.	1 Poor	0	0.00%
	2 Marginal	0	0.00%
	3 Adequate	2	10.00%
	4 Well	12	60.00%
	5 Excellent	6	30.00%
	No Experience	0	0.00%
	<i>Total</i>	20	100.00%
MEAN	4.20		

		Count	Pct
21. use a variety of effective communication techniques to foster active inquiry.	1 Poor	0	0.00%
	2 Marginal	0	0.00%
	3 Adequate	1	5.00%
	4 Well	11	55.00%
	5 Excellent	8	40.00%
	No Experience	0	0.00%
	<i>Total</i>	20	100.00%
MEAN	4.35		

18. understand how students differ in their approaches to learning.	1 Poor	0	0.00%
	2 Marginal	0	0.00%
	3 Adequate	2	10.00%
	4 Well	8	40.00%
	5 Excellent	10	50.00%
	No Experience	0	0.00%
	<i>Total</i>	20	100.00%
MEAN	4.40		

22. am willing to change when the change leads to greater student learning and development.	1 Poor	0	0.00%
	2 Marginal	0	0.00%
	3 Adequate	2	10.00%
	4 Well	7	35.00%
	5 Excellent	11	55.00%
	No Experience	0	0.00%
	<i>Total</i>	20	100.00%
MEAN	4.45		

19. use a variety of effective communication techniques to foster supportive interaction in the classroom.	1 Poor	0	0.00%
	2 Marginal	0	0.00%
	3 Adequate	1	5.00%
	4 Well	8	40.00%
	5 Excellent	11	55.00%
	No Experience	0	0.00%
	<i>Total</i>	20	100.00%
MEAN	4.50		

23. actively seek opportunities to grow professionally.	1 Poor	0	0.00%
	2 Marginal	0	0.00%
	3 Adequate	2	10.00%
	4 Well	8	40.00%
	5 Excellent	10	50.00%
	No Experience	0	0.00%
	<i>Total</i>	20	100.00%
MEAN	4.40		

20. foster positive interaction with parent/families to actively engage them in support of students learning and well-being.	1 Poor	0	0.00%
	2 Marginal	0	0.00%
	3 Adequate	2	10.00%
	4 Well	10	50.00%
	5 Excellent	8	40.00%
	No Experience	0	0.00%
	<i>Total</i>	20	100.00%
MEAN	4.30		

24. understand the legal rights and responsibilities of the teacher.	1 Poor	0	0.00%
	2 Marginal	0	0.00%
	3 Adequate	2	10.00%
	4 Well	12	60.00%
	5 Excellent	6	30.00%
	No Experience	0	0.00%
	<i>Total</i>	20	100.00%
MEAN	4.20		

SOUTHWESTERN OK STATE UNIVERSITY
DEPARTMENT OF EDUCATION
Principal/Superintendent Evaluation of First-Year Teacher
Summer 2010

At the present time, the first-year teacher... (Continued)		Count	Pct
25. incorporate OK Criteria for Effective Teaching Performance in designing instructional strategies.	1 Poor	0	0.00%
	2 Marginal	0	0.00%
	3 Adequate	3	15.00%
	4 Well	10	50.00%
	5 Excellent	7	35.00%
	No Experience	0	0.00%
	<i>Total</i>	20	100.00%
	MEAN	4.20	

27. understand the process of continuous lifelong learning.	1 Poor	0	0.00%
	2 Marginal	0	0.00%
	3 Adequate	0	0.00%
	4 Well	8	40.00%
	5 Excellent	11	55.00%
	No Experience	1	5.00%
	<i>Total</i>	20	100.00%
	MEAN	4.58	

26. evaluate the effects of my choices and actions.	1 Poor	0	0.00%
	2 Marginal	0	0.00%
	3 Adequate	0	0.00%
	4 Well	12	60.00%
	5 Excellent	8	40.00%
	No Experience	0	0.00%
	<i>Total</i>	20	100.00%
	MEAN	4.40	

Assessment & Teaching Competencies MEAN OF THE MEANS	4.38
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At the present time, the first-year teacher has skill in forming relationships and interacting with others in the school setting:

		Count	Pct
28. Relationships with colleagues.	1 Poor	0	0.00%
	2 Marginal	0	0.00%
	3 Adequate	2	10.00%
	4 Well	2	10.00%
	5 Excellent	16	80.00%
	No Experience	0	0.00%
	<i>Total</i>	20	100.00%
	MEAN	4.70	

		Count	Pct
30. Relationships with parents.	1 Poor	0	0.00%
	2 Marginal	0	0.00%
	3 Adequate	2	10.00%
	4 Well	5	25.00%
	5 Excellent	13	65.00%
	No Experience	0	0.00%
	<i>Total</i>	20	100.00%
	MEAN	4.55	

29. Relationships with students.	1 Poor	0	0.00%
	2 Marginal	0	0.00%
	3 Adequate	1	5.00%
	4 Well	3	15.00%
	5 Excellent	16	80.00%
	No Experience	0	0.00%
	<i>Total</i>	20	100.00%
	MEAN	4.75	

31. Relationships with the administration.	1 Poor	0	0.00%
	2 Marginal	0	0.00%
	3 Adequate	2	10.00%
	4 Well	3	15.00%
	5 Excellent	15	75.00%
	No Experience	0	0.00%
	<i>Total</i>	20	100.00%
	MEAN	4.65	

SOUTHWESTERN OK STATE UNIVERSITY
DEPARTMENT OF EDUCATION
Principal/Superintendent Evaluation of First-Year Teacher
Summer 2010

	Count	Pct
32. Relationship with community members.	1 Poor	0 0.00%
	2 Marginal	0 0.00%
	3 Adequate	3 15.00%
	4 Well	4 20.00%
	5 Excellent	13 65.00%
	No Experience	0 0.00%
	<i>Total</i>	20 100.00%
	MEAN	4.50

Relationships And Interaction With Others MEAN OF THE MEANS	4.63
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TOTAL MEAN OF THE MEANS	4.42
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SOUTHWESTERN OK STATE UNIVERSITY
DEPARTMENT OF EDUCATION
Principal/Superintendent Evaluation of First-Year Teacher
Summer 2009

1	FY Teacher:	Lindsey Ammons			Evaluator:	Sammy Jackson		MEAN:	5.00
	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	
	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent
	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	
	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent
	Q17	Q18	Q19	Q20	Q21	Q22	Q23	Q24	
	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent
	Q25	Q26	Q27	Q28	Q29	Q30	Q31	Q32	
	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent
Q33 Comments: One of the best first year teachers I have ever seen.									

2	FY Teacher:	Tyler Baker			Evaluator:	Art Eccard		MEAN:	4.41
	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	
	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	4 Well	4 Well	5 Excellent	
	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	
	4 Well	4 Well	4 Well	4 Well	4 Well	4 Well	4 Well	4 Well	
	Q17	Q18	Q19	Q20	Q21	Q22	Q23	Q24	
	4 Well	4 Well	5 Excellent	5 Excellent	4 Well	4 Well	4 Well	4 Well	
	Q25	Q26	Q27	Q28	Q29	Q30	Q31	Q32	
	4 Well	4 Well	4 Well	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	
Q33 Comments: Tyler has exceeded all expectations this year.									

3	FY Teacher:	Benna Bevans			Evaluator:	Josh Skiles		MEAN:	4.66
	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	
	5 Excellent	4 Well	5 Excellent	5 Excellent	5 Excellent	4 Well	4 Well	5 Excellent	
	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	
	5 Excellent	4 Well	5 Excellent	4 Well	5 Excellent	5 Excellent	5 Excellent	5 Excellent	
	Q17	Q18	Q19	Q20	Q21	Q22	Q23	Q24	
	4 Well	4 Well	5 Excellent	4 Well	4 Well	5 Excellent	4 Well	4 Well	
	Q25	Q26	Q27	Q28	Q29	Q30	Q31	Q32	
	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	
Q33 Comments: She has done an excellent job this year!									

4	FY Teacher:	Jeff Coakley			Evaluator:	Cathy Hunt		MEAN:	4.88
	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	
	5 Excellent	5 Excellent	5 Excellent	5 Excellent	4 Well	4 Well	4 Well	5 Excellent	
	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	
	4 Well	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	
	Q17	Q18	Q19	Q20	Q21	Q22	Q23	Q24	
	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	
	Q25	Q26	Q27	Q28	Q29	Q30	Q31	Q32	
	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	
Q33 Comments: Jeff is the type of teacher that every administrator wants on their staff. He is extremely knowledgeable with his subject matter, relates to students, makes every student feel important, and is results oriented.									

SOUTHWESTERN OK STATE UNIVERSITY
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Principal/Superintendent Evaluation of First-Year Teacher
Summer 2009

5	FY Teacher:	Caleb Creed			Evaluator:	Jeremy Hogan		MEAN:	4.19
	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	
	5 Excellent	5 Excellent	4 Well	5 Excellent	4 Well	5 Excellent	4 Well	4 Well	
	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	
	4 Well	4 Well	4 Well	4 Well	4 Well	4 Well	4 Well	4 Well	
	Q17	Q18	Q19	Q20	Q21	Q22	Q23	Q24	
	4 Well	4 Well	4 Well	4 Well	4 Well	4 Well	3 Adequate	4 Well	
	Q25	Q26	Q27	Q28	Q29	Q30	Q31	Q32	
	4 Well	4 Well	4 Well	5 Excellent	5 Excellent	4 Well	5 Excellent	4 Well	
Q33 Comments: Caleb did a wonderful job for a first year teacher. However, I would like to see him plan better and communicate more effeciently with all stakeholders.									

6	FY Teacher:	Celinda Foster			Evaluator:	Dora Fuqua		MEAN:	4.50
	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	
	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	
	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	
	5 Excellent	4 Well	4 Well	4 Well	4 Well	4 Well	4 Well	5 Excellent	
	Q17	Q18	Q19	Q20	Q21	Q22	Q23	Q24	
	5 Excellent	5 Excellent	4 Well	5 Excellent	5 Excellent	4 Well	4 Well	4 Well	
	Q25	Q26	Q27	Q28	Q29	Q30	Q31	Q32	
	4 Well	4 Well	4 Well	5 Excellent	4 Well	4 Well	4 Well	5 Excellent	
Q33 Comments: NV									

7	Evaluator:	Tim Merchant			FY Teacher:	Jessica Giblet		MEAN:	4.56
	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	
	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	4 Well	
	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	
	5 Excellent	4 Well	4 Well	5 Excellent	4 Well	5 Excellent	5 Excellent	4 Well	
	Q17	Q18	Q19	Q20	Q21	Q22	Q23	Q24	
	4 Well	5 Excellent	4 Well	4 Well	4 Well	5 Excellent	4 Well	4 Well	
	Q25	Q26	Q27	Q28	Q29	Q30	Q31	Q32	
	4 Well	5 Excellent	5 Excellent	5 Excellent	5 Excellent	4 Well	5 Excellent	4 Well	
Q33 Comments: I feel Jessica was very well prepared and had a pretty good understanding of what was expected of her.									

8	FY Teacher:	Angela Hardin			Evaluator:	Eddie Bennett		MEAN:	4.84
	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	
	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	
	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	
	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	4 Well	5 Excellent	
	Q17	Q18	Q19	Q20	Q21	Q22	Q23	Q24	
	4 Well	5 Excellent	5 Excellent	4 Well	5 Excellent	5 Excellent	5 Excellent	4 Well	
	Q25	Q26	Q27	Q28	Q29	Q30	Q31	Q32	
	5 Excellent	4 Well	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	
Q33 Comments: Ms. Hardin is a very mature and caring teacher and exemplifies all the qualities needed to be an successful educator.									

SOUTHWESTERN OK STATE UNIVERSITY
DEPARTMENT OF EDUCATION
Principal/Superintendent Evaluation of First-Year Teacher
Summer 2009

9	FY Teacher:	Jennifer Hughey		Evaluator:	Phillip Cunningham		MEAN:	4.06
	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
	4 Well	5 Excellent	5 Excellent	5 Excellent	4 Well	4 Well	4 Well	4 Well
	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16
	4 Well	5 Excellent	4 Well	4 Well	4 Well	4 Well	4 Well	4 Well
	Q17	Q18	Q19	Q20	Q21	Q22	Q23	Q24
	4 Well	4 Well	4 Well	4 Well	4 Well	4 Well	4 Well	4 Well
	Q25	Q26	Q27	Q28	Q29	Q30	Q31	Q32
	4 Well	4 Well	4 Well	3 Adequate	5 Excellent	4 Well	3 Adequate	3 Adequate
Q33 Comments: Excellent skills related to classroom teaching and learning. Has some difficulty coping and adapting to practical realities of teaching in a large, urban district (i.e. - class size, paperwork, testing, etc.)								

10	FY Teacher:	Charles Hunt		Evaluator:	Karen Carter		MEAN:	4.06
	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
	3 Adequate	4 Well	3 Adequate	5 Excellent	3 Adequate	3 Adequate	4 Well	3 Adequate
	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16
	2 Marginal	3 Adequate	3 Adequate	4 Well	4 Well	5 Excellent	4 Well	4 Well
	Q17	Q18	Q19	Q20	Q21	Q22	Q23	Q24
	4 Well	5 Excellent	5 Excellent	5 Excellent	4 Well	5 Excellent	5 Excellent	4 Well
	Q25	Q26	Q27	Q28	Q29	Q30	Q31	Q32
	3 Adequate	4 Well	6 No Experience	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent
Q33 Comments: NV								

11	FY Teacher:	Dristin Hutchers		Evaluator:	Allen Daniel		MEAN:	5.00
	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent
	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16
	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent
	Q17	Q18	Q19	Q20	Q21	Q22	Q23	Q24
	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent
	Q25	Q26	Q27	Q28	Q29	Q30	Q31	Q32
	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent
Q33 Comments: She has had an outstanding year of teaching !								

12	FY Teacher:	Jana Kenedy		Evaluator:	Chrystal Bryant		MEAN:	5.00
	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent
	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16
	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent
	Q17	Q18	Q19	Q20	Q21	Q22	Q23	Q24
	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent
	Q25	Q26	Q27	Q28	Q29	Q30	Q31	Q32
	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent
Q33 Comments: NV								

SOUTHWESTERN OK STATE UNIVERSITY
DEPARTMENT OF EDUCATION
Principal/Superintendent Evaluation of First-Year Teacher
Summer 2009

13	FY Teacher:	Kevin Krows			Evaluator:	Emma Sidders		MEAN:	4.13
	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	
	4 Well	4 Well	3 Adequate	5 Excellent	4 Well	4 Well	4 Well	4 Well	
	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	
	4 Well	4 Well	4 Well	4 Well	3 Adequate	4 Well	4 Well	4 Well	
	Q17	Q18	Q19	Q20	Q21	Q22	Q23	Q24	
	4 Well	3 Adequate	4 Well	4 Well	4 Well	4 Well	5 Excellent	3 Adequate	
	Q25	Q26	Q27	Q28	Q29	Q30	Q31	Q32	
	3 Adequate	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	
Q33 Comments: This teacher is alternatively certified and has not had the teacher education courses so it is not unexpected that some areas will need further development. He does an outstanding job in the areas where he has a knowledge foundation.									

14	FY Teacher:	Kim McCluer			Evaluator:	Charles Burr		MEAN:	4.44
	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	
	5 Excellent	5 Excellent	5 Excellent	4 Well	5 Excellent	4 Well	4 Well	4 Well	
	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	
	5 Excellent	4 Well	4 Well	4 Well	4 Well	4 Well	4 Well	4 Well	
	Q17	Q18	Q19	Q20	Q21	Q22	Q23	Q24	
	4 Well	4 Well	4 Well	5 Excellent	5 Excellent	5 Excellent	5 Excellent	4 Well	
	Q25	Q26	Q27	Q28	Q29	Q30	Q31	Q32	
	4 Well	4 Well	4 Well	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	
Q33 Comments: Ms. McClure is doing a great job as a first-year teacher. It is hard to believe that she has not been teaching 3-4 years. Ms. McClure started after the 1st nine weeks had ended,so she inherited a class. She sid an excellent job of getting in and making the class her own. Ms. McClure is very creative and presents the material. I have no reservations about Ms. McClure's ability.									

15	FY Teacher:	Aimee O'Conn			Evaluator:	Richard Beck		MEAN:	4.88
	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	
	5 Excellent	5 Excellent	5 Excellent	5 Excellent	4 Well	5 Excellent	4 Well	5 Excellent	
	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	
	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	
	Q17	Q18	Q19	Q20	Q21	Q22	Q23	Q24	
	5 Excellent	5 Excellent	5 Excellent	4 Well	4 Well	5 Excellent	5 Excellent	5 Excellent	
	Q25	Q26	Q27	Q28	Q29	Q30	Q31	Q32	
	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent	
Q33 Comments: AIMEE WILL BE AN OUTSTANDING TEACHER IN A COUPLE OF YEARS. SHE IS ONE OF THE BEST AFTER HER FIRST YEAR AND SHE IS ALWAYS WANTING TO GET BETTER.									

SOUTHWESTERN OK STATE UNIVERSITY
DEPARTMENT OF EDUCATION
Principal/Superintendent Evaluation of First-Year Teacher
Summer 2009

16	FY Teacher:	Dana Oliver			Evaluator:	Beth Richert		MEAN:	4.34
	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	
	4 Well	5 Excellent	4 Well	4 Well	4 Well	5 Excellent	5 Excellent	5 Excellent	
	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	
	4 Well	4 Well	4 Well	5 Excellent	4 Well	4 Well	4 Well	4 Well	
	Q17	Q18	Q19	Q20	Q21	Q22	Q23	Q24	
	4 Well	4 Well	5 Excellent	4 Well	4 Well	5 Excellent	4 Well	4 Well	
	Q25	Q26	Q27	Q28	Q29	Q30	Q31	Q32	
	4 Well	4 Well	4 Well	5 Excellent	5 Excellent	5 Excellent	5 Excellent	4 Well	
Q33 Comments: Mrs. Oliver is one of the most talented "new teachers" I've had the pleasure of working with in my 22 years of education. Though she does not possess the skills of a veteran teacher...she's always questioning, always learning and always trying. Send me more like her!									

17	FY Teacher:	Sheila Raleigh			Evaluator:	Angie Winkler		MEAN:	3.56
	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	
	5 Excellent	4 Well	4 Well	3 Adequate	4 Well	4 Well	4 Well	4 Well	
	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	
	4 Well	3 Adequate	4 Well	3 Adequate	4 Well	4 Well	3 Adequate	3 Adequate	
	Q17	Q18	Q19	Q20	Q21	Q22	Q23	Q24	
	3 Adequate	3 Adequate	3 Adequate	3 Adequate	3 Adequate	4 Well	3 Adequate	4 Well	
	Q25	Q26	Q27	Q28	Q29	Q30	Q31	Q32	
	4 Well	4 Well	5 Excellent	3 Adequate	3 Adequate	3 Adequate	3 Adequate	3 Adequate	
Q33 Comments: NV									

18	FY Teacher:	Danielle Shaw			Evaluator:	Rena Leach		MEAN:	3.88
	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	
	4 Well	3 Adequate	5 Excellent	4 Well	4 Well	3 Adequate	3 Adequate	5 Excellent	
	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	
	4 Well	5 Excellent	3 Adequate	3 Adequate	4 Well	4 Well	3 Adequate	3 Adequate	
	Q17	Q18	Q19	Q20	Q21	Q22	Q23	Q24	
	3 Adequate	5 Excellent	5 Excellent	4 Well	5 Excellent	3 Adequate	5 Excellent	4 Well	
	Q25	Q26	Q27	Q28	Q29	Q30	Q31	Q32	
	3 Adequate	4 Well	5 Excellent	4 Well	4 Well	3 Adequate	4 Well	3 Adequate	
Q33 Comments: Confident, organized, and willing to further education for her career as a teacher. Enjoys teaching and provides support to staff.									

SOUTHWESTERN OK STATE UNIVERSITY
DEPARTMENT OF EDUCATION
Principal/Superintendent Evaluation of First-Year Teacher
Summer 2009

19	FY Teacher:	Desarae Simmons		Evaluator:	James Matusze		MEAN:	3.94
	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
	4 Well	4 Well	5 Excellent	4 Well	5 Excellent	3 Adequate	3 Adequate	5 Excellent
	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16
	4 Well	4 Well	3 Adequate	4 Well	4 Well	4 Well	3 Adequate	4 Well
	Q17	Q18	Q19	Q20	Q21	Q22	Q23	Q24
	4 Well	4 Well	4 Well	3 Adequate	4 Well	3 Adequate	4 Well	5 Excellent
	Q25	Q26	Q27	Q28	Q29	Q30	Q31	Q32
	4 Well	4 Well	4 Well	4 Well	4 Well	4 Well	4 Well	4 Well
Q33 Comments: NV								

20	FY Teacher:	Nicole Skinner		Evaluator:	Charles Burr		MEAN:	4.09
	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
	4 Well	4 Well	4 Well	4 Well	4 Well	4 Well	4 Well	4 Well
	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16
	4 Well	4 Well	3 Adequate	4 Well	4 Well	4 Well	4 Well	4 Well
	Q17	Q18	Q19	Q20	Q21	Q22	Q23	Q24
	4 Well	4 Well	4 Well	4 Well	4 Well	4 Well	4 Well	3 Adequate
	Q25	Q26	Q27	Q28	Q29	Q30	Q31	Q32
	4 Well	4 Well	4 Well	5 Excellent	5 Excellent	5 Excellent	5 Excellent	5 Excellent
Q33 Comments: Ms. Skinner did an excellent job for a first-year teacher. She needs to have better control of her classroom and monitor problem children a little closer. We have discussed the importance of keeping discipline records in her class. I am sure this will improve with experience.								

SOUTHWESTERN OK STATE UNIVERSITY
DEPARTMENT OF EDUCATION
Principal/Superintendent Evaluation of First-Year Teacher
Summer 2010

Teacher		Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	Q17
1	Ammons Lindsey	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
2	Baker Tyler	5	5	5	5	5	4	4	5	4	4	4	4	4	4	4	4	4
3	Bevans Benna	5	4	5	5	5	4	4	5	5	4	5	4	5	5	5	5	4
4	Coakley Jeff	5	5	5	5	4	4	4	5	4	5	5	5	5	5	5	5	5
5	Creed Caleb	5	5	4	5	4	5	4	4	4	4	4	4	4	4	4	4	4
6	Foster Celinda	5	5	5	5	5	5	5	5	5	4	4	4	4	4	4	5	5
7	Giblet Jessica	5	5	5	5	5	5	5	4	5	4	4	5	4	5	5	4	4
8	Hardin Angela	5	5	5	5	5	5	5	5	5	5	5	5	5	5	4	5	4
9	Hughey Jennifer	4	5	5	5	4	4	4	4	4	5	4	4	4	4	4	4	4
10	Hunt Charles	3	4	3	5	3	3	4	3	2	3	3	4	4	5	4	4	4
11	Hutcherson Dristin	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
12	Kenedy Jana	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
13	Krows Kevin	4	4	3	5	4	4	4	4	4	4	4	4	3	4	4	4	4
14	McCluer Kim	5	5	5	4	5	4	4	4	5	4	4	4	4	4	4	4	4
15	O'CONNOR AIMEE	5	5	5	5	4	5	4	5	5	5	5	5	5	5	5	5	5
16	Oliver Dana	4	5	4	4	4	5	5	5	4	4	4	5	4	4	4	4	4
17	Raleigh Sheila	5	4	4	3	4	4	4	4	4	3	4	3	4	4	3	3	3
18	Shaw Danielle	4	3	5	4	4	3	3	5	4	5	3	3	4	4	3	3	3
19	Simmons Desarae	4	4	5	4	5	3	3	5	4	4	3	4	4	4	3	4	4
20	Skinner Nicole	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4
MEAN		4.60	4.60	4.60	4.65	4.45	4.30	4.25	4.55	4.35	4.30	4.15	4.30	4.30	4.45	4.20	4.30	4.20

SOUTHWESTERN OK STATE UNIVERSITY
DEPARTMENT OF EDUCATION
Principal/Superintendent Evaluation of First-Year Teacher
Summer 2010

Teacher		Q18	Q19	Q20	Q21	Q22	Q23	Q24	Q25	Q26	Q27	Q28	Q29	Q30	Q31	Q32	MEAN
1	Ammons Lindsey	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5.00
2	Baker Tyler	4	5	5	4	4	4	4	4	4	4	5	5	5	5	5	4.41
3	Bevans Benna	4	5	4	4	5	4	4	5	5	5	5	5	5	5	5	4.66
4	Coakley Jeff	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	4.88
5	Creed Caleb	4	4	4	4	4	3	4	4	4	4	5	5	4	5	4	4.19
6	Foster Celinda	5	4	5	5	4	4	4	4	4	4	5	4	4	4	5	4.50
7	Giblet Jessica	5	4	4	4	5	4	4	4	5	5	5	5	4	5	4	4.56
8	Hardin Angela	5	5	4	5	5	5	4	5	4	5	5	5	5	5	5	4.84
9	Hughey Jennifer	4	4	4	4	4	4	4	4	4	4	3	5	4	3	3	4.06
10	Hunt Charles	5	5	5	4	5	5	4	3	4	NV (6)	5	5	5	5	5	4.06
11	Hutcherson Dristin	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5.00
12	Kenedy Jana	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5.00
13	Krows Kevin	3	4	4	4	4	5	3	3	5	5	5	5	5	5	5	4.13
14	McCluer Kim	4	4	5	5	5	5	4	4	4	4	5	5	5	5	5	4.44
15	O'CONNOR AIMEE	5	5	4	4	5	5	5	5	5	5	5	5	5	5	5	4.88
16	Oliver Dana	4	5	4	4	5	4	4	4	4	4	5	5	5	5	4	4.34
17	Raleigh Sheila	3	3	3	3	4	3	4	4	4	5	3	3	3	3	3	3.56
18	Shaw Danielle	5	5	4	5	3	5	4	3	4	5	4	4	3	4	3	3.88
19	Simmons Desarae	4	4	3	4	3	4	5	4	4	4	4	4	4	4	4	3.94
20	Skinner Nicole	4	4	4	4	4	4	3	4	4	4	5	5	5	5	5	4.09
MEAN		4.40	4.50	4.30	4.35	4.45	4.40	4.20	4.20	4.40	4.58	4.70	4.75	4.55	4.65	4.50	4.42