

# Cobb County School District Teacher Annual Performance Evaluation

(Use this form to evaluate Teacher performance. Refer to the Teacher Performance Rubric and Teacher Performance Report Instructions for guidance on how to complete this form.)

## I. IDENTIFICATION

Name Deck Kevin SSN 415-06-7430 Location Kennesaw Mountain High  
(Last Name First M.I.)

Period of Report: From August 13, 2007 To March 31, 2008

Reason for Report: **Annual** Departure Directed  
(Circle One)

Years Teaching  
 This School 8  
 Other School(s)  
 In CCSD 2  
 Outside CCSD 0  
**Total Years Teaching** 10

## II. JOB DESCRIPTION

Teaching Responsibilities  
**Calculus (Honors, AP)**

Significant Additional Duties and Responsibilities  
**Math Department Chair, Data Team  
 Area Inservice Facilitator**

## III. PERFORMANCE FACTORS (All factors require written comments addressing how the teacher demonstrated performance of the related standards).

Needs  
 Improvement Proficient Exemplary

### 1. Planning and Preparation

**X**

*(Lessons are planned which will achieve desired instructional goals and individual student learning objectives that are based on appropriate grade level and content area standards.)*

**Mr. Deck demonstrates comprehensive knowledge and uses this knowledge to plan for individual student learning. Through collaboration, he shares instructional strategies and activities planned to facilitate the success of instructional goals by students. Using assessment data, he monitors achievement levels to enhance the academic performance of students. Technology is incorporated effectively in the instructional program.**

### 2. Classroom Environment

**X**

*(Clear behavior and learning expectations are set and communicated to students and parents. Respect is displayed and modeled towards students and others.)*

**Classroom procedures and routines are organized and seamless in operation. Communication is clear and precise using techniques and teaching strategies which engage students in learning and support student achievement goals. Mr. Deck exhibits an excellent rapport with students, and students are comfortable participating in class activities.**

### 3. Instruction

**X**

*(Instructional strategies and techniques that promote individual student learning of appropriate grade level standards are used. Evidence of individual student academic gains in a variety of assignments, including standardized assessments, is demonstrated. An "Exemplary" in Instruction is required for an overall "Exemplary" rating.)*

**Mr. Deck integrates technology effectively into the instruction on a regular basis. He consistently differentiates instruction to meet the needs of students. Students are encouraged to participate in class discussions and use higher order thinking skills to provide multiple responses to questions posed. Instructional activities use previous knowledge to develop higher order thinking skills in coordination with the School Improvement Plan.**

Needs Improvement   Proficient   Exemplary

**4. Administrative Responsibilities**

     **X**

*(All student records, tests, and assessment materials are handled and submitted according to District guidelines. Communication with parents is conducted in a professional manner and appropriate frequency.)*

**Mr. Deck is an excellent department chair and a leader for his peers. All duties and responsibilities are completed in a timely manner.**

**5. Professional Qualities**

     **X**

*(Ethical and professional behaviors are routinely demonstrated. Adherence to school and District policies and procedures is evident.)*

**Mr. Deck establishes high expectations for himself, his students, and the members of the math department. He establishes an atmosphere conducive to learning and shares successful classroom management techniques with staff members.**

**IV. OVERALL PERFORMANCE RATING** *(Required. Three "Needs Improvement" ratings in Section III require an overall "Unsatisfactory." At least three "Exemplary" and no "Needs Improvement" ratings are required for an overall "Exemplary". Additionally, an "Exemplary" in Instruction is required for an overall "Exemplary" rating.)*

**Unsatisfactory**

**Proficient**

**Exemplary**

**X**

Date(s) of Classroom Observation(s):    September 27, 2007                      February 20, 2008

Dates(s) of Feedback / Conference(s):    October 1, 2007                              February 29, 2008

**V. SIGNATURES** *(Required)*

Evaluator Kevin Daniel

Date March 25, 2008

Position Principal

Principal (If not Evaluator) Kevin Daniel

Date March 25, 2008

Teacher K. M. Deck

Date March 25, 2008

*(Receipt acknowledged. Signature does not indicate agreement or disagreement.)*

**VI. TEACHER'S COMMENTS** *(Optional. Principal must receive Comments, if provided, within 10 school days of receipt date above.)*