

Marlborough School
Department/Division Head Summative Evaluation Report

Teacher: Gleason Bauer

School Year: 2009-2010

Evaluator: Anne Scarbrough

Title: Performing Arts Department Head

This evaluation should use as its basis “Criteria for a Good Teacher,” and therefore should evaluate the teacher according to the goals and qualities set forth in that document.

I. Commendations

A. Responsibilities to the Students

- **Gleason has a strong command of the material she teaches. She not only understands the pedagogy intellectually, but it also able to effectively model it. If she feels she is weak in her own command of the material at any level, she will purposefully and swiftly seek growth. Her self-expectations are quite high.**
- **Gleason encourages students to cultivate the natural abilities they possess without direct comparison to the abilities of others and expects students to compete against their own limitations. Her students generally seem to feel empowered.**
- **Gleason cultivates in her students a philosophy for a lifetime of growth, of seeking personal truth and she helps provide the tools for a vigilant artistic practice.**
- **Gleason expects and nurtures absolute presence, delayed understanding and helps students unlock previously inaccessible ways of thinking. She fosters in her students commitment to the task, investment in the exercise, deep concentration, and attention to detail.**
- **Gleason provides students with a language for conveying theatrical meaning, but also a way to discover meaning in the world the stage is reflecting.**
- **Gleason offers her students opportunities to free the memory of the body and to learn from its wisdom. She guides students through processes constructed to liberate actors, and to supply them freedom within structure.**
- **Gleason shows great empathy with students and their potential difficulties. She is willing to accept student feedback and make appropriate adjustments.**

- Gleason is available to her students outside of class. Her students generally feel that she is approachable.
 - Gleason writes extremely clear, thoughtful and personal student comments.
- B. Responsibilities to the School
- Gleason is a highly contributing member of the department. Her work on the curricular review was thoughtful and thorough. Once Gleason commits to take on a responsibility she consistently follows-through.
 - Gleason represents herself and the department on the Diversity Committee. She is committed to helping the school engage in a meaningful dialogue that will result in a more diverse community and a greater mutual respect and understanding amongst community members.
 - Gleason challenges the status quo in a positive and healthy manner.
 - Gleason's work as a designer may be taken for granted by the larger community who may be unaware of the time, care and the amount of artistry involved in creating the stage environment for concerts and productions. It is important that she be valued for this contribution.
 - Gleason is viewed with respect amongst her peers.
- C. Responsibilities to one's Professional Self
- Gleason is mindful of her need for balance and the establishing of boundaries between her personal and professional time and brings her needs in this regard to the attention of her supervisors.
 - Gleason willingly seeks out meaningful professional growth opportunities that are relevant to her goals and to the needs of the school.
 - Gleason's self-evaluations show unusual self-awareness. She completes that document and most of her tasks thoughtfully and thoroughly.
 - Gleason responds well to constructive criticism and makes appropriate adjustments when needed.

II. Recommendations

A. Responsibilities to the Students

- Gleason's work with the students helps them to begin to be able to respond to stimulus with an immediacy of action. It is recommended that she continue to find new ways to help the students become more capable at the juncture where structured language meets unconscious emotion, and to help them discover more ways to help her students animate the text.

- Gleason should continue to look for ways to help her students transfer classroom learning and growth into practice in their production work. She would like to establish herself as a stronger teacher while in her director “mode” and she is encouraged to do so.
- Gleason seeks greater understanding of what is developmentally appropriate for students of various ages. It is recommended that she seek professional growth support for that quest.
- Some students express a need for greater attention to balance between constructive criticism and positive reinforcement. Like many teachers, Gleason should continue to look for that balance.

B. Responsibilities to the School

- It is recommended that Gleason renew her commitment to upholding mundane student discipline and school rules that may be seemingly unrelated to her classes and rehearsals.
- It is recommended that Gleason try to be more attentive to punctuality to classes and meetings.

C. Responsibilities to one’s Professional Self

- Gleason would like to take a class or workshop in to help prepare her to better instruct students in classical work. It is recommended that the school support her in that goal.
- It may be useful for Gleason to take some classes or a workshop in Early Childhood Education. If she chooses to do so, it is recommended that the school support that growth.
- It is recommended that Gleason look for opportunities to work as an artist outside the school community as her time allows, and that the school supports in her that goal to the best of its ability.

Observations and Conferences

Peer evaluator: Susan Cope

<u>Observation: Class</u>	<u>Date</u>	<u>Observer</u>
Summative planning	September 11	Anne, Gleason
Summative kick-off	September 21	Gleason, Bob, Anne
Rehearsal for ASP	October 15	Anne Scarbrough
Theatre III	November 23	Anne Scarbrough
Interdisciplinary Stories	April 24	Anne Scarbrough
Drama II	April 19	Anne Scarbrough
Drama II	April 29	Robert Bryan
Drama II	January 11, 12 and 15	Susan Cope
Drama I	November 12	Robert Bryan
Drama I	December 7	Robert Bryan
Summative wrap-up	May 20	Anne, Bob, Gleason

Department Head

Division Director

Teacher*

*Teacher signature acknowledges receipt and discussion of this completed report. If a teacher wishes to respond to its contents, her or she may do so in writing and attach the response to this form.