INDICATORS OF TEACHER PERFORMANCE
FORMATIVE & SUMMATIVE EVALUATION GUIDE — NOVEMBER 2011 SUMMARY

Intern:

Supervisor:

U = Unsatisfactory NI = Needs Improvement FS= Fundamentally Sound S = Skillful O = Outstanding

	U	NI	FS	S	O
Domain 1: Planning & Preparation					
1. Mastery of content **(FS by November)**					
2. Planning for coherent instruction **(FS by November)**					
3. Utilization of instructional resources (FS by January)					
4. Knowledge of human development (FS by January)					
5. Designing assessment of student learning **(FS by November)**					
Domain 2: The Classroom Environment					
6. Managing student behavior **(FS by November)**					
7. Establishing effective classroom procedures **(FS by November)**					
8. Creating an environment for learning (FS by January)					
9. Establishing a culture of mutual respect **(FS by November)**					
10. Recognizing students as individuals (FS by January)					
Domain 3: Instruction					
11. Communicating clearly and accurately **(FS by November)**					
12. Presenting subject matter **(FS by November)**					
13. Conducting a classroom activity effectively **(FS by November)**					
14. Encouraging discussion as a learning tool (FS by January)					
Domain 4: Professional Responsibilities					
15. Maintaining accurate records (FS by January)					
16. Communicating with families (FS by January)					
17. Working with other faculty (FS by May)					
18. Broadening professional growth (FS by May)					
19. Participating in school & district activities (FS by May)					
20. Striving for Improvement **(FS by November)**					

Notes:

1. Items with Suffix (Fundamentally Sound by Nov) should have been observed at a Fundamentally Sound level, at least by the first three-way evaluation in late October or early November. Any intern who is not Fundamentally Sound will: (A) receive a short-term performance goal for that item in November and December, (B)the goal will be addressed in the comments of the evaluation, and (C) the intern will be flagged for discussion with the Ed Studies professors.
Items with Suffix (Fundamentally Sound by Jan) should similarly be Fundamentally Sound by the end of January.
Items with Suffix (Fundamentally Sound by May) should be Fundamentally Sound by the end of May.

2. The Rating Scale The Rating Key is intended to guide assessment conversations; it does not translate directly to letter grades. The majority of the interns are expected to consistently demonstrate **Skilled** or **Fundamentally Sound** performance on the majority of the items by the end of May. Generally, **Skilled** teacher performance is all that is possible during the internship and it can earn an A. An occasional intern may demonstrate outstanding performance on an occasional item.

INDICATORS OF TEACHER PERFORMANCE
FORMATIVE & SUMMATIVE EVALUATION GUIDE

MARCH 2011SUMMARY

Intern:

Supervisor:

U = Unsatisfactory NI = Needs Improvement FS=Fundamentally Sound S=Skillful O = Outstanding

	U	NI	FS	S	O
Domain 1: Planning & Preparation			**Domain 1:**		
1. Mastery of content (FS by November)					
2. Planning for coherent instruction (FS by November)					
3. Utilization of instructional resources (FS by January)					
4. Knowledge of human development (FS by January)					
5. Designing assessment of student learning (FS by November)					
Domain 2: The Classroom Environment			**Domain 2:**		
6. Managing student behavior (FS by November)					
7. Establishing effective classroom procedures (FS by November)					
8. Creating an environment for learning (FS by January)					
9. Establishing a culture of mutual respect (FS by November)					
10. Recognizing students as individuals (FS by January)					
Domain 3: Instruction			**Domain 3:**		
11. Communicating clearly and accurately (FS by November)					
12. Presenting subject matter (FS by November)					
13. Conducting a classroom activity effectively (FS by November)					
14. Encouraging discussion as a learning tool (FS by January)					
Domain 4: Professional Responsibilities			**Domain 4:**		
15. Maintaining accurate records (FS by January)					
16. Communicating with families (FS by January)					
17. Working with other faculty (FS by May)					
18. Broadening professional growth (FS by May)					
19. Participating in school & district activities (FS by May)					
20. Striving for Improvement (FS by November)					

Notes:

1. Items with Suffix (Fundamentally Sound by Nov) should have been observed at a Fundamentally Sound level, at least by the first three-way evaluation in late October or early November. Any intern who is not Fundamentally Sound will: (A) receive a short-term performance goal for that item in November and December, (B)the goal will be addressed in the comments of the evaluation, and (C) the intern will be flagged for discussion with the Ed Studies professors.
Items with Suffix (Fundamentally Sound by Jan) should similarly be Fundamentally Sound by the end of January.
Items with Suffix (Fundamentally Sound by May) should be Fundamentally Sound by the end of May.

2. The Rating Scale The Rating Key is intended to guide assessment conversations; it does not translate directly to letter grades. The majority of the interns are expected to consistently demonstrate **Skillful** or **Fundamentally Sound** performance on the majority of the items by the end of May. Generally, **Skillful** teacher performance is all that is possible during the internship and it can earn an A. An occasional intern may demonstrate outstanding performance on an occasional item.

INDICATORS OF TEACHER PERFORMANCE
FORMATIVE & SUMMATIVE EVALUATION GUIDE — MAY 2011 SUMMARY

Intern:

Supervisor:

U = Unsatisfactory NI = Needs Improvement FS=Fundamentally Sound S = Skillful O = Outstanding

	U	NI	FS	S	O
Domain 1: Planning & Preparation			**Domain 1:**		
1. Mastery of content (FS by November)					
2. Planning for coherent instruction (FS by November)					
3. Utilization of instructional resources (FS by January)					
4. Knowledge of human development (FS by January)					
5. Designing assessment of student learning (FS by November)					
Domain 2: The Classroom Environment			**Domain 2:**		
6. Managing student behavior (FS by November)					
7. Establishing effective classroom procedures (FS by November)					
8. Creating an environment for learning (FS by January)					
9. Establishing a culture of mutual respect (FS by November)					
10. Recognizing students as individuals (FS by January)					
Domain 3: Instruction			**Domain 3:**		
11. Communicating clearly and accurately (FS by November)					
12. Presenting subject matter (FS by November)					
13. Conducting a classroom activity effectively (FS by November)					
14. Encouraging discussion as a learning tool (FS by January)					
Domain 4: Professional Responsibilities			**Domain 4:**		
15. Maintaining accurate records (FS by January)					
16. Communicating with families (FS by January)					
17. Working with other faculty (FS by May)					
18. Broadening professional growth (FS by May)					
19. Participating in school & district activities (FS by May)					
20. Striving for Improvement (FS by November)					

Notes:

1. Items with Suffix (Fundamentally Sound by Nov) should have been observed at a Fundamentally Sound level, at least by the first three-way evaluation in late October or early November. Any intern who is not Fundamentally Sound will: (A) receive a short-term performance goal for that item in November and December, (B) the goal will be addressed in the comments of the evaluation, and (C) the intern will be flagged for discussion with the Ed Studies professors.
Items with Suffix (Fundamentally Sound by Jan) should similarly be FS by the end of January.
Items with Suffix (Fundamentally Sound by May) should be Fundamentally Sound by the end of May.

2. The Rating Scale The Rating Key is intended to guide assessment conversations; it does not translate directly to letter grades. The majority of the interns are expected to consistently demonstrate **Skillful** or **Fundamentally Sound** performance on the majority of the items by the end of May. Generally, **Skillful** teacher performance is all that is possible during the internship and it can earn an A. An occasional intern may demonstrate outstanding performance on an occasional item.