

Classroom Teachers  
Form #1

Teacher's Name \_\_\_\_\_ Date of Observation \_\_\_\_\_

FORMATIVE EVALUATION OF CERTIFICATED CLASSROOM TEACHERS

+ = Satisfactory      - = Needs Improvement      U = Unsatisfactory      Blank Space = Not Rated or Not Applicable

Comments under all headings describe specific performance indicators observed but may also include other pertinent information.

\_\_\_\_\_1.      **KNOWLEDGE OF SUBJECT MATTER.** The certificated teacher demonstrates a depth and breadth of knowledge of theory and content in general education and subject matter specializations(s) appropriate to the elementary and/or secondary level(s).

Performance Indicators

- 1.1      Uses essential learning and district adopted curriculum as the framework for subject matter;
- 1.2      Shows enthusiasm and interest in subject(s) taught;
- 1.3      Presents content accurately;
- 1.4      Teaches process and skills appropriate to the subject area and to the students' interests and abilities.

Comments:

\_\_\_\_\_2.      **INSTRUCTIONAL SKILL.** The certificated classroom teacher demonstrates, in his or her performance, a competent level of knowledge and skill in designing and implementing an instructional experience.

A. PLANNING:

Performance Indicators

- 2.1      Identifies the learning needs of individual pupils;
- 2.2      Plans and develops a variety of instructional experiences and strategies;
- 2.3      Evaluates and selects from available materials to meet varied student needs and abilities;
- 2.4      Demonstrates an ability to differentiate curriculum and/or modify lessons to meet a wide range of student abilities;
- 2.5      Plans assessment aligned with lessons and units; utilizes assessment results in subsequent planning;
- 2.6      Takes into consideration the cultural background of minority students when planning learning experiences;
- 2.7      Applies consistent grading standards.

Comments:

B. INSTRUCTION:

Performance Indicators

- 2.8 Implements an instructional plan:
  - clearly states objective to students
  - provides clear directions to students
  - models expectations for students
  - continuously checks for student understanding and modifies instruction accordingly
  - uses appropriate guided and independent practice and homework;
- 2.9 Uses principles of learning to facilitate learning of objectives:
  - developmentally appropriate practices
  - motivation
  - retention;
- 2.10 Motivates students to attend to daily lessons and utilizes strategies that actively engage students in learning;
- 2.11 Organizes and instructs to maximize student time on task;
- 2.12 Uses strategies to develop higher order thinking skills; uses effective questioning techniques (for example, allowing "wait time" when questioning students).

Comments:

- \_\_\_\_\_ 3. CLASSROOM MANAGEMENT. The certificated classroom teacher demonstrates, in his or her performance, a competent level of knowledge and skill in organizing the physical and human elements in the educational setting.

Performance Indicators

- 3.1 Organizes the physical setting so that it contributes to learning;
- 3.2 Maintains orderly, efficient classroom environment conducive to learning;
- 3.3 Organizes individual, small group, and large group learning experiences as appropriate to the pupil(s), subject matter, and outcomes desired, such as
  - cooperative learning groups,
  - peer tutoring,
  - cross age tutoring groups,
  - competitive,
  - individualized,
  - other.

Comments:

- \_\_\_\_\_ 4. THE HANDLING OF STUDENT DISCIPLINE AND ATTENDANT PROBLEMS. The certificated classroom teacher demonstrates the ability to manage the non instructional, human dynamics in the educational setting.

Performance Indicators

- 4.1 Recognizes conditions which may lead to disciplinary problems;
- 4.2 Establishes clear parameters for student conduct and makes known these expectations;
- 4.3 Holds students accountable for expectations;
- 4.4 Develops appropriate strategies for preventing disciplinary problems;
- 4.5 Responds appropriately to disciplinary problems when they do occur;
- 4.6 Resolves discipline problems in accordance with law, school board policy, and administrative regulations and policies;
- 4.7 Assists students toward self-discipline and acceptable standards of student behavior;
- 4.8 Facilitates a positive classroom climate.

Comments:

- \_\_\_\_\_ 5. INTEREST IN TEACHING PUPILS. The certificated classroom teacher demonstrates an understanding of and commitment to each pupil, taking into account each individual's unique background and characteristics. The certificated classroom teacher demonstrates enthusiasm for or enjoyment in working with pupils.

Performance Indicators

- 5.1 Enjoys the process of working with students;
- 5.2 Listens and responds to student concerns.

Comments:

\*To the extent observed during this time period, the evaluator will comment in the following areas:

- 6. Communication with Parents
- 7. Professional Preparation and Scholarship
- 8. Effort toward Improvement

Comments:

Date of Evaluation Conference \_\_\_\_\_

\_\_\_\_\_

Date

\_\_\_\_\_

Principal's Signature

My signature below indicates that I have seen this observation, including the criteria rating sheets. It does not necessarily indicate agreement with the findings.

\_\_\_\_\_

Date

\_\_\_\_\_

Teacher's Signature