

## Teaching Skills, Knowledge, and Responsibilities Performance Standards

The TAP *Teaching Skills, Knowledge, and Responsibilities Performance Standards* are the backbone of TAP's Instructionally Focused Accountability element. To measure teaching skills, knowledge, and responsibilities, one must define the skills and determine how they are demonstrated at different levels of performance. These standards were developed based on education psychology and cognitive science research focusing on learning and instruction, as well as an extensive review of publications from national and state teacher standards organizations.

The research for the *Teaching Skills, Knowledge, and Responsibilities Performance Standards* includes the following:

- » Milanowski, Odden & Youngs (1998) argue that the challenge of creating an effective teacher accountability system is to improve the quality of teacher instruction, and thereby raise student achievement. To do this, Odden and Clune (1998) instruct states and school districts to identify the knowledge and skills that a teacher needs to teach successfully, and then create standards and rubrics to measure teaching performance.
- » TAP reviewed instructional guidelines and standards developed by numerous national and state teacher standards organizations and from this information developed its own set of standards for teacher accountability. The work reviewed included guidelines and standards developed by:
  - The Interstate New Teacher Assessment and Support Consortium (INTASC)
  - The National Board for Professional Teacher Standards
  - Massachusetts's Principles for Effective Teaching
  - California's Standards for the Teaching Profession
  - Connecticut's Beginning Educator Support Program
  - The New Teacher Center's Developmental Continuum of Teacher Abilities
- » The criteria for the TAP teaching standards came from both experimental design studies and correlation studies that used valid and reliable achievement tests in classrooms (see Schacter & Thum, 2004).
- » The work of Danielson (1996) served as a valuable resource for defining the teaching competencies at each level of teacher performance.
- » Rubrics were designed based on the work of Rowley (1999) and various teacher accountability systems, including:
  - Rochester (New York) Career in Teaching Program
  - Douglas County (Colorado) Teacher's Performance Pay Plan
  - Vaughn Next Century Charter School (Los Angeles) Performance Pay Plan
  - Rolla (Missouri) School District Professional Based Teacher Evaluation

The TAP *Instruction, Designing and Planning Instruction*, and *The Learning Environment* rubrics are on the following pages. These rubrics and their 26 indicators are only intended for use by administrators, master teachers, and mentor teachers who have successfully completed their initial TAP evaluator certification and annual recertification. A more thorough explanation of the TAP Rubrics is found in the TAP Leadership Team Handbook. Following the rubrics is the evaluation report form used for teacher evaluations and self-evaluations.

# Teaching Skills, Knowledge, and Responsibilities Performance Standards Overview

INSTRUCTION	THE LEARNING ENVIRONMENT
<ol style="list-style-type: none"> <li>1. Standards and Objectives*</li> <li>2. Motivating Students*</li> <li>3. Presenting Instructional Content*</li> <li>4. Lesson Structure and Pacing*</li> <li>5. Activities and Materials*</li> <li>6. Questioning*</li> <li>7. Academic Feedback*</li> <li>8. Grouping Students*</li> <li>9. Teacher Content Knowledge*</li> <li>10. Teacher Knowledge of Students*</li> <li>11. Thinking*</li> <li>12. Problem Solving*</li> </ol>	<ol style="list-style-type: none"> <li>1. Expectations*</li> <li>2. Managing Student Behavior*</li> <li>3. Environment*</li> <li>4. Respectful Culture*</li> </ol>
DESIGNING AND PLANNING INSTRUCTION	RESPONSIBILITIES
<ol style="list-style-type: none"> <li>1. Instructional Plans</li> <li>2. Student Work</li> <li>3. Assessment</li> </ol>	<ol style="list-style-type: none"> <li>1. Staff Development**</li> <li>2. Instructional Supervision**</li> <li>3. Mentoring**</li> <li>4. Community Involvement**</li> <li>5. School Responsibilities**</li> <li>6. Growing and Developing Professionally</li> <li>7. Reflecting on Teaching</li> </ol>

\* Indicates criteria that are evaluated during classroom observations.

\*\* Indicates criteria that are only applied to master and mentor teachers.

## Instruction

	Exemplary (5)*	Proficient (3)*	Unsatisfactory (1)*
<b>Standards and Objectives</b>	<ul style="list-style-type: none"> <li>All learning objectives and state content standards are explicitly communicated.</li> <li>Sub-objectives are aligned and logically sequenced to the lesson's major objective.</li> <li>Learning objectives are: (a) consistently connected to what students have previously learned, (b) know from life experiences, and (c) integrated with other disciplines.</li> <li>Expectations for student performance are clear, demanding, and high.</li> <li>State standards are displayed and referenced throughout the lesson.</li> <li>There is evidence that most students demonstrate mastery of the objective.</li> </ul>	<ul style="list-style-type: none"> <li>Most learning objectives and state content standards are communicated.</li> <li>Sub-objectives are mostly aligned to the lesson's major objective.</li> <li>Learning objectives are connected to what students have previously learned.</li> <li>Expectations for student performance are clear.</li> <li>State standards are displayed.</li> <li>There is evidence that most students demonstrate mastery of the objective.</li> </ul>	<ul style="list-style-type: none"> <li>Few learning objectives and state content standards are communicated.</li> <li>Sub-objectives are inconsistently aligned to the lesson's major objective.</li> <li>Learning objectives are rarely connected to what students have previously learned.</li> <li>Expectations for student performance are vague.</li> <li>State standards are displayed.</li> <li>There is evidence that few students demonstrate mastery of the objective.</li> </ul>
<b>Motivating Students</b>	<ul style="list-style-type: none"> <li>The teacher consistently organizes the content so that it is personally meaningful and relevant to students.</li> <li>The teacher consistently develops learning experiences where inquiry, curiosity, and exploration are valued.</li> <li>The teacher regularly reinforces and rewards effort.</li> </ul>	<ul style="list-style-type: none"> <li>The teacher sometimes organizes the content so that it is personally meaningful and relevant to students.</li> <li>The teacher sometimes develops learning experiences where inquiry, curiosity, and exploration are valued.</li> <li>The teacher sometimes reinforces and rewards effort.</li> </ul>	<ul style="list-style-type: none"> <li>The teacher rarely organizes the content so that it is personally meaningful and relevant to students.</li> <li>The teacher rarely develops learning experiences where inquiry, curiosity, and exploration are valued.</li> <li>The teacher rarely reinforces and rewards effort.</li> </ul>
<b>Presenting Instructional Content</b>	<p>Presentation of content always includes:</p> <ul style="list-style-type: none"> <li>visuals that establish the purpose of the lesson, preview the organization of the lesson, and include internal summaries of the lesson;</li> <li>examples, illustrations, analogies, and labels for new concepts and ideas;</li> <li>modeling by the teacher to demonstrate his or her performance expectations;</li> <li>concise communication;</li> <li>logical sequencing and segmenting;</li> <li>all essential information and;</li> <li>no irrelevant, confusing, or nonessential information.</li> </ul>	<p>Presentation of content most of the time includes:</p> <ul style="list-style-type: none"> <li>visuals that establish the purpose of the lesson, preview the organization of the lesson, and include internal summaries of the lesson;</li> <li>examples, illustrations, analogies, and labels for new concepts and ideas;</li> <li>modeling by the teacher to demonstrate his or her performance expectations;</li> <li>concise communication;</li> <li>logical sequencing and segmenting;</li> <li>all essential information and;</li> <li>no irrelevant, confusing, or nonessential information.</li> </ul>	<p>Presentation of content rarely includes:</p> <ul style="list-style-type: none"> <li>visuals that establish the purpose of the lesson, preview the organization of the lesson, and include internal summaries of the lesson;</li> <li>examples, illustrations, analogies, and labels for new concepts and ideas;</li> <li>modeling by the teacher to demonstrate his or her performance expectations;</li> <li>concise communication;</li> <li>logical sequencing and segmenting;</li> <li>all essential information and;</li> <li>no irrelevant, confusing, or nonessential information.</li> </ul>
<b>Lesson Structure and Pacing</b>	<ul style="list-style-type: none"> <li>All lessons start promptly.</li> <li>The lesson's structure is coherent, with a beginning, middle, end, and time for reflection.</li> <li>Pacing is brisk and provides many opportunities for individual students who progress at different learning rates.</li> <li>Routines for distributing materials are seamless.</li> <li>No instructional time is lost during transitions.</li> </ul>	<ul style="list-style-type: none"> <li>Most lessons start promptly.</li> <li>The lesson's structure is coherent, with a beginning, middle, and end.</li> <li>Pacing is appropriate and sometimes provides opportunities for students who progress at different learning rates.</li> <li>Routines for distributing materials are efficient.</li> <li>Little instructional time is lost during transitions.</li> </ul>	<ul style="list-style-type: none"> <li>Lessons are not started promptly.</li> <li>The lesson has a structure, but may be missing closure or introductory elements.</li> <li>Pacing is appropriate for less than half of the students and rarely provides opportunities for students who progress at different learning rates.</li> <li>Routines for distributing materials are inefficient.</li> <li>Considerable time is lost during transitions.</li> </ul>

\* Performance definitions are provided at levels 5, 3, and 1. Raters can score performance at levels 2 or 4 based on their professional judgment.

## Instruction Continued

	Exemplary (5)	Proficient (3)	Unsatisfactory (1)
<b>Activities and Materials</b>	<p>Activities and materials include all of the following:</p> <ul style="list-style-type: none"> <li>• support the lesson objectives;</li> <li>• are challenging;</li> <li>• sustain students' attention;</li> <li>• elicit a variety of thinking;</li> <li>• provide time for reflection;</li> <li>• are relevant to students' lives;</li> <li>• provide opportunities for student-to-student interaction;</li> <li>• induce student curiosity and suspense;</li> <li>• provide students with choices;</li> <li>• incorporate multimedia and technology and;</li> <li>• incorporate resources beyond the school curriculum texts (e.g., teacher-made materials, manipulatives, resources from museums, cultural centers, etc.).</li> </ul> <ul style="list-style-type: none"> <li>• In addition, sometimes activities are game-like, involve simulations, require creating products, and demand self-direction and self-monitoring.</li> </ul>	<p>Activities and materials include most of the following:</p> <ul style="list-style-type: none"> <li>• support the lesson objectives;</li> <li>• are challenging;</li> <li>• sustain students' attention;</li> <li>• elicit a variety of thinking;</li> <li>• provide time for reflection;</li> <li>• are relevant to students' lives;</li> <li>• provide opportunities for student-to-student interaction;</li> <li>• induce student curiosity and suspense;</li> <li>• provide students with choices;</li> <li>• incorporate multimedia and technology and;</li> <li>• incorporate resources beyond the school curriculum texts (e.g., teacher-made materials, manipulatives, resources from museums, cultural centers, etc.).</li> </ul>	<p>Activities and materials include few of the following:</p> <ul style="list-style-type: none"> <li>• support the lesson objectives;</li> <li>• are challenging;</li> <li>• sustain students' attention;</li> <li>• elicit a variety of thinking;</li> <li>• provide time for reflection;</li> <li>• are relevant to students' lives;</li> <li>• provide opportunities for student-to-student interaction;</li> <li>• induce student curiosity and suspense;</li> <li>• provide students with choices;</li> <li>• incorporate multimedia and technology and;</li> <li>• incorporate resources beyond the school curriculum texts (e.g., teacher-made materials, manipulatives, resources from museums, etc.).</li> </ul>
<b>Questioning</b>	<p>Teacher questions are varied and high quality, providing a balanced mix of question types:</p> <ul style="list-style-type: none"> <li>◦ knowledge and comprehension;</li> <li>◦ application and analysis; and</li> <li>◦ creation and evaluation.</li> </ul> <ul style="list-style-type: none"> <li>• Questions are consistently purposeful and coherent.</li> <li>• A high frequency of questions is asked.</li> <li>• Questions are consistently sequenced with attention to the instructional goals.</li> <li>• Questions regularly require active responses (e.g., whole class signaling, choral responses, written and shared responses, or group and individual answers).</li> <li>• Wait time (3-5 seconds) is consistently provided.</li> <li>• The teacher calls on volunteers and nonvolunteers, and a balance of students based on ability and sex.</li> <li>• Students generate questions that lead to further inquiry and self-directed learning.</li> </ul>	<p>Teacher questions are varied and high quality, providing for some, but not all, question types:</p> <ul style="list-style-type: none"> <li>◦ knowledge and comprehension;</li> <li>◦ application and analysis; and</li> <li>◦ creation and evaluation.</li> </ul> <ul style="list-style-type: none"> <li>• Questions are usually purposeful and coherent.</li> <li>• A moderate frequency of questions is asked.</li> <li>• Questions are sometimes sequenced with attention to the instructional goals.</li> <li>• Questions sometimes require active responses (e.g., whole class signaling, choral responses, or group and individual answers).</li> <li>• Wait time is sometimes provided.</li> <li>• The teacher calls on volunteers and nonvolunteers, and a balance of students based on ability and sex.</li> </ul>	<p>Teacher questions are inconsistent in quality and include few question types:</p> <ul style="list-style-type: none"> <li>◦ knowledge and comprehension;</li> <li>◦ application and analysis; and</li> <li>◦ creation and evaluation.</li> </ul> <ul style="list-style-type: none"> <li>• Questions are random and lack coherence.</li> <li>• A low frequency of questions is asked.</li> <li>• Questions are rarely sequenced with attention to the instructional goals.</li> <li>• Questions rarely require active responses (e.g., whole class signaling, choral responses, or group and individual answers).</li> <li>• Wait time is inconsistently provided.</li> <li>• The teacher mostly calls on volunteers and high ability students.</li> </ul>

## Instruction Continued

	Exemplary (5)	Proficient (3)	Unsatisfactory (1)
<b>Academic Feedback</b>	<ul style="list-style-type: none"> <li>Oral and written feedback is consistently academically focused, frequent, and high quality.</li> <li>Feedback is frequently given during guided practice and homework review.</li> <li>The teacher circulates to prompt student thinking, assess each student's progress, and provide individual feedback.</li> <li>Feedback from students is regularly used to monitor and adjust instruction.</li> <li>Teacher engages students in giving specific and high-quality feedback to one another.</li> </ul>	<ul style="list-style-type: none"> <li>Oral and written feedback is mostly academically focused, frequent, and mostly high quality.</li> <li>Feedback is sometimes given during guided practice and homework review.</li> <li>The teacher circulates during instructional activities to support engagement and monitor student work.</li> <li>Feedback from students is sometimes used to monitor and adjust instruction.</li> </ul>	<ul style="list-style-type: none"> <li>The quality and timeliness of feedback is inconsistent.</li> <li>Feedback is rarely given during guided practice and homework review.</li> <li>The teacher circulates during instructional activities, but monitors mostly behavior.</li> <li>Feedback from students is rarely used to monitor or adjust instruction.</li> </ul>
<b>Grouping Students</b>	<ul style="list-style-type: none"> <li>The instructional grouping arrangements (either whole class, small groups, pairs, or individual; heterogeneous or homogeneous ability) consistently maximize student understanding and learning efficiency.</li> <li>All students in groups know their roles, responsibilities, and group work expectations.</li> <li>All students participating in groups are held accountable for group work and individual work.</li> <li>Instructional group composition is varied (e.g., race, gender, ability, and age) to best accomplish the goals of the lesson.</li> <li>Instructional groups facilitate opportunities for students to set goals, reflect on, and evaluate their learning.</li> </ul>	<ul style="list-style-type: none"> <li>The instructional grouping arrangements (either whole class, small groups, pairs, or individual; heterogeneous or homogeneous ability) adequately enhance student understanding and learning efficiency.</li> <li>Most students in groups know their roles, responsibilities, and group work expectations.</li> <li>Most students participating in groups are held accountable for group work and individual work.</li> <li>Instructional group composition is varied (e.g., race, gender, ability, and age) to, most of the time, accomplish the goals of the lesson.</li> </ul>	<ul style="list-style-type: none"> <li>The instructional grouping arrangements (either whole class, small groups, pairs, or individual; heterogeneous or homogeneous ability) inhibit student understanding and learning efficiency.</li> <li>Few students in groups know their roles, responsibilities, and group work expectations.</li> <li>Few students participating in groups are held accountable for group work and individual work.</li> <li>Instructional group composition remains unchanged, irrespective of the learning and instructional goals of a lesson.</li> </ul>
<b>Teacher Content Knowledge</b>	<ul style="list-style-type: none"> <li>Teacher displays extensive content knowledge of all the subjects she or he teaches.</li> <li>Teacher regularly implements a variety of subject-specific instructional strategies to enhance student content knowledge.</li> <li>The teacher regularly highlights key concepts and ideas and uses them as bases to connect other powerful ideas.</li> <li>Limited content is taught in sufficient depth to allow for the development of understanding.</li> </ul>	<ul style="list-style-type: none"> <li>Teacher displays accurate content knowledge of all the subjects he or she teaches.</li> <li>Teacher sometimes implements subject-specific instructional strategies to enhance student content knowledge.</li> <li>The teacher sometimes highlights key concepts and ideas and uses them as bases to connect other powerful ideas.</li> </ul>	<ul style="list-style-type: none"> <li>Teacher displays under-developed content knowledge in several subject areas.</li> <li>Teacher rarely implements subject-specific instructional strategies to enhance student content knowledge.</li> <li>Teacher does not understand key concepts and ideas in the discipline and therefore presents content in an unconnected way.</li> </ul>
<b>Teacher Knowledge of Students</b>	<ul style="list-style-type: none"> <li>Teacher practices display understanding of each student's anticipated learning difficulties.</li> <li>Teacher practices regularly incorporate student interests and cultural heritage.</li> <li>Teacher regularly provides differentiated instructional methods and content to ensure children have the opportunity to master what is being taught.</li> </ul>	<ul style="list-style-type: none"> <li>Teacher practices display understanding of some students' anticipated learning difficulties.</li> <li>Teacher practices sometimes incorporate student interests and cultural heritage.</li> <li>Teacher sometimes provides differentiated instructional methods and content to ensure children have the opportunity to master what is being taught.</li> </ul>	<ul style="list-style-type: none"> <li>Teacher practices demonstrate minimal knowledge of students' anticipated learning difficulties.</li> <li>Teacher practices rarely incorporate student interests or cultural heritage.</li> <li>Teacher practices demonstrate little differentiation of instructional methods or content.</li> </ul>

## Instruction Continued

	Exemplary (5)	Proficient (3)	Unsatisfactory (1)
<b>Thinking</b>	<p>Over the course of multiple observations, the teacher consistently and thoroughly teaches all four types of thinking:</p> <ul style="list-style-type: none"> <li>• analytical thinking, where students analyze, compare and contrast, and evaluate and explain information;</li> <li>• practical thinking, where students use, apply, and implement what they learn in real-life scenarios;</li> <li>• creative thinking, where students create, design, imagine, and suppose and;</li> <li>• research-based thinking, where students explore and review a variety of ideas, models, and solutions to problems.</li> </ul> <p>The teacher regularly provides opportunities where students:</p> <ul style="list-style-type: none"> <li>• generate a variety of ideas and alternatives;</li> <li>• analyze problems from multiple perspectives and viewpoints and;</li> <li>• monitor their thinking to ensure that they understand what they are learning, are attending to critical information, and are aware of the learning strategies that they are using and why.</li> </ul>	<p>Over the course of multiple observations, the teacher consistently and thoroughly teaches two types of thinking:</p> <ul style="list-style-type: none"> <li>• analytical thinking, where students analyze, compare and contrast, and evaluate and explain information;</li> <li>• practical thinking, where students use, apply, and implement what they learn in real-life scenarios;</li> <li>• creative thinking, where students create, design, imagine, and suppose and;</li> <li>• research-based thinking, where students explore and review a variety of ideas, models, and solutions to problems.</li> </ul> <p>The teacher sometimes provides opportunities where students:</p> <ul style="list-style-type: none"> <li>• generate a variety of ideas and alternatives and;</li> <li>• analyze problems from multiple perspectives and viewpoints.</li> </ul>	<p>The teacher implements few learning experiences that thoroughly teach any type of thinking.</p> <p>The teacher provides few opportunities where students:</p> <ul style="list-style-type: none"> <li>• generate a variety of ideas and alternatives and;</li> <li>• analyze problems from multiple perspectives and viewpoints.</li> </ul> <p>NOTE: If the teacher regularly and thoroughly teaches one type of thinking, he or she shall receive a score of 2.</p>
<b>Problem Solving</b>	<p>Over the course of multiple observations the teacher implements activities that teach and reinforce 6 or more of the following problem-solving types.</p> <ul style="list-style-type: none"> <li>• Abstraction</li> <li>• Categorization</li> <li>• Drawing Conclusions/Justifying Solutions</li> <li>• Predicting Outcomes</li> <li>• Observing and Experimenting</li> <li>• Improving Solutions</li> <li>• Identifying Relevant/Irrelevant Information</li> <li>• Generating Ideas</li> <li>• Creating and Designing</li> </ul>	<p>Over the course of multiple observations the teacher implements activities that teach and reinforce 4 or more of the following problem-solving types.</p> <ul style="list-style-type: none"> <li>• Abstraction</li> <li>• Categorization</li> <li>• Drawing Conclusions/Justifying Solution</li> <li>• Predicting Outcomes</li> <li>• Observing and Experimenting</li> <li>• Improving Solutions</li> <li>• Identifying Relevant/Irrelevant Information</li> <li>• Generating Ideas</li> <li>• Creating and Designing</li> </ul>	<p>Over the course of multiple observations the teacher implements less than 2 activities that teach the following problem-solving types.</p> <ul style="list-style-type: none"> <li>• Abstraction</li> <li>• Categorization</li> <li>• Drawing Conclusions/Justifying Solution</li> <li>• Predicting Outcomes</li> <li>• Observing and Experimenting</li> <li>• Improving Solutions</li> <li>• Identifying Relevant/Irrelevant Information</li> <li>• Generating Ideas</li> <li>• Creating and Designing</li> </ul>

## Designing and Planning Instruction

	Exemplary (5)	Proficient (3)	Unsatisfactory (1)
<b>Instructional Plans</b>	Instructional plans include: <ul style="list-style-type: none"> <li>• measurable and explicit goals aligned to state content standards;</li> <li>• activities, materials, and assessments that:               <ul style="list-style-type: none"> <li>◦ are aligned to state standards.</li> <li>◦ are sequenced from basic to complex.</li> <li>◦ build on prior student knowledge, are relevant to students' lives, and integrate other disciplines.</li> <li>◦ provide appropriate time for student work, student reflection, and lesson and unit closure;</li> </ul> </li> <li>• evidence that plan is appropriate for the age, knowledge, and interests of all learners and;</li> <li>• evidence that the plan provides regular opportunities to accommodate individual student needs.</li> </ul>	Instructional plans include: <ul style="list-style-type: none"> <li>• goals aligned to state content standards;</li> <li>• activities, materials, and assessments that:               <ul style="list-style-type: none"> <li>◦ are aligned to state standards.</li> <li>◦ are sequenced from basic to complex.</li> <li>◦ build on prior student knowledge.</li> <li>◦ provide appropriate time for student work, and lesson and unit closure;</li> </ul> </li> <li>• evidence that plan is appropriate for the age, knowledge, and interests of most learners and;</li> <li>• evidence that the plan provides some opportunities to accommodate individual student needs.</li> </ul>	Instructional plans include: <ul style="list-style-type: none"> <li>• few goals aligned to state content standards;</li> <li>• activities, materials, and assessments that:               <ul style="list-style-type: none"> <li>◦ are rarely aligned to state standards.</li> <li>◦ are rarely logically sequenced.</li> <li>◦ rarely build on prior student knowledge</li> <li>◦ inconsistently provide time for student work, and lesson and unit closure;</li> </ul> </li> <li>• little evidence that the plan is appropriate for the age, knowledge, or interests of the learners and;</li> <li>• little evidence that the plan provides some opportunities to accommodate individual student needs.</li> </ul>
<b>Student Work</b>	Assignments require students to: <ul style="list-style-type: none"> <li>• organize, interpret, analyze, synthesize, and evaluate information rather than reproduce it;</li> <li>• draw conclusions, make generalizations, and produce arguments that are supported through extended writing and;</li> <li>• connect what they are learning to experiences, observations, feelings, or situations significant in their daily lives, both inside and outside of school.</li> </ul>	Assignments require students to: <ul style="list-style-type: none"> <li>• interpret information rather than reproduce it;</li> <li>• draw conclusions and support them through writing and;</li> <li>• connect what they are learning to prior learning and some life experiences.</li> </ul>	Assignments require students to: <ul style="list-style-type: none"> <li>• mostly reproduce information;</li> <li>• rarely draw conclusions and support them through writing and;</li> <li>• rarely connect what they are learning to prior learning or life experiences.</li> </ul>
<b>Assessment</b>	Assessment Plans: <ul style="list-style-type: none"> <li>• are aligned with state content standards;</li> <li>• have clear measurement criteria;</li> <li>• measure student performance in more than three ways (e.g., in the form of a project, experiment, presentation, essay, short answer, or multiple choice test);</li> <li>• require extended written tasks;</li> <li>• are portfolio-based with clear illustrations of student progress toward state content standards and;</li> <li>• include descriptions of how assessment results will be used to inform future instruction.</li> </ul>	Assessment Plans: <ul style="list-style-type: none"> <li>• are aligned with state content standards;</li> <li>• have measurement criteria;</li> <li>• measure student performance in more than two ways (e.g., in the form of a project, experiment, presentation, essay, short answer, or multiple choice test);</li> <li>• require written tasks and;</li> <li>• include performance checks throughout the school year.</li> </ul>	Assessment Plans: <ul style="list-style-type: none"> <li>• are rarely aligned with state content standards;</li> <li>• have ambiguous measurement criteria;</li> <li>• measure student performance in less than two ways (e.g., in the form of a project, experiment, presentation, essay, short answer, or multiple choice test) and;</li> <li>• include performance checks, although the purpose of these checks is not clear.</li> </ul>

# The Learning Environment

	Exemplary (5)	Proficient (3)	Unsatisfactory (1)
<b>Expectations</b>	<ul style="list-style-type: none"> <li>Teacher sets high and demanding academic expectations for every student.</li> <li>Teacher encourages students to learn from mistakes.</li> <li>Teacher creates learning opportunities where all students can experience success.</li> <li>Students take initiative and follow through with their own work.</li> <li>Teacher optimizes instructional time, teaches more material, and demands better performance from every student.</li> </ul>	<ul style="list-style-type: none"> <li>Teacher sets high and demanding academic expectations for every student.</li> <li>Teacher encourages students to learn from mistakes.</li> <li>Teacher creates learning opportunities where most students can experience success.</li> <li>Students complete their work according to teacher expectations.</li> </ul>	<ul style="list-style-type: none"> <li>Teacher expectations are not sufficiently high for every student.</li> <li>Teacher creates an environment where mistakes and failure are not viewed as learning experiences.</li> <li>Students demonstrate little or no pride in the quality of their work.</li> </ul>
<b>Managing Student Behavior</b>	<ul style="list-style-type: none"> <li>Students are consistently well-behaved and on task.</li> <li>Teacher and students establish clear rules for learning and behavior.</li> <li>The teacher uses several techniques, such as social approval, contingent activities, and consequences to maintain appropriate student behavior.</li> <li>The teacher overlooks inconsequential behavior.</li> <li>The teacher deals with students who have caused disruptions rather than the entire class.</li> <li>The teacher attends to disruptions quickly and firmly.</li> </ul>	<ul style="list-style-type: none"> <li>Students are mostly well-behaved and on task, some minor learning disruptions may occur.</li> <li>Teacher establishes rules for learning and behavior.</li> <li>The teacher uses some techniques, such as social approval, contingent activities, and consequences to maintain appropriate student behavior.</li> <li>The teacher overlooks some inconsequential behavior, but other times addresses it, stopping the lesson.</li> <li>The teacher deals with students who have caused disruptions, yet sometimes he or she addresses the entire class.</li> </ul>	<ul style="list-style-type: none"> <li>Students are not well-behaved and are often off task.</li> <li>Teacher establishes few rules for learning and behavior.</li> <li>The teacher uses few techniques to maintain appropriate student behavior.</li> <li>The teacher cannot distinguish between inconsequential behavior and inappropriate behavior.</li> <li>Disruptions frequently interrupt instruction.</li> </ul>
<b>Environment</b>	<p>The classroom</p> <ul style="list-style-type: none"> <li>welcomes all members and guests.</li> <li>is organized and understandable to all students.</li> <li>supplies, equipment, and resources are easily and readily accessible.</li> <li>displays student work that frequently changes.</li> <li>is arranged to promote individual and group learning.</li> </ul>	<p>The classroom</p> <ul style="list-style-type: none"> <li>welcomes most members and guests.</li> <li>is organized and understandable to most students.</li> <li>supplies, equipment, and resources are accessible.</li> <li>displays student work.</li> <li>is arranged to promote individual and group learning.</li> </ul>	<p>The classroom</p> <ul style="list-style-type: none"> <li>is somewhat cold and uninviting.</li> <li>is not well organized and understandable to students.</li> <li>supplies, equipment, and resources are difficult to access.</li> <li>does not display student work.</li> <li>is not arranged to promote group learning.</li> </ul>
<b>Respectful Culture</b>	<ul style="list-style-type: none"> <li>Teacher-student interactions demonstrate caring and respect for one another.</li> <li>Students exhibit caring and respect for one another.</li> <li>Teacher seeks out and is receptive to the interests and opinions of all students.</li> <li>Positive relationships and interdependence characterize the classroom.</li> </ul>	<ul style="list-style-type: none"> <li>Teacher-student interactions are generally friendly, but may reflect occasional inconsistencies, favoritism, or disregard for students' cultures.</li> <li>Students exhibit respect for the teacher and are generally polite to each other.</li> <li>Teacher is sometimes receptive to the interests and opinions of students.</li> </ul>	<ul style="list-style-type: none"> <li>Teacher-student interactions are sometimes authoritarian, negative, or inappropriate.</li> <li>Students exhibit disrespect for the teacher.</li> <li>Student interaction is characterized by conflict, sarcasm, or put-downs.</li> <li>Teacher is not receptive to interests and opinions of students.</li> </ul>

# Evaluator/Self-Evaluation Report

- Announced
- Unannounced

Evaluator \_\_\_\_\_ Administrator    Master    Mentor

Teacher Evaluated \_\_\_\_\_

Date \_\_\_\_\_ Time \_\_\_\_\_ Subject \_\_\_\_\_

School Name \_\_\_\_\_ Cycle 1 2 3 4 5 6

Designing and Planning Instruction	Evaluator Scores	Self-Eval Scores	Reinforcement Objective
Instructional Plans (IP)			
Student Work (SW)			
Assessment (AS)			
<b>The Learning Environment</b>			
Expectations (ES)			
Managing Student Behavior (MSB)			
Environment (ENV)			
Respectful Culture (RC)			
<b>Instruction</b>			<b>Refinement Objective</b>
Standards and Objectives (S&O)			
Motivating Students (MOT)			
Presenting Instructional Content (PIC)			
Lesson Structure and Pacing (LS)			
Activities and Materials (ACT)			
Questioning (QU)			
Academic Feedback (FEED)			
Grouping Students (GRP)			
Teacher Content Knowledge (TCK)			
Teacher Knowledge of Students (TKS)			
Thinking (TH)			
Problem Solving (PS)			

Evaluator Signature \_\_\_\_\_ Date \_\_\_\_\_

Teacher Signature \_\_\_\_\_ Date \_\_\_\_\_