



HIGHLAND PINES - Instructor Evaluation

Instructor's Name: _____ Date: _____ Program: _____

Evaluator's Name: _____ Summary of Lesson: _____

Domain 1: Planning and Preparation

Component / *Elements	1 Unsatisfactory - Ineffective	2 Basic - Minimally Effective	3 Proficient - Effective	4 Distinguished - Highly Effective	Self Evaluation	Administrator Evaluation
1a: Demonstrates Knowledge of Content and Pedagogy *Content Knowledge *Prerequisite relationships *Content pedagogy	In planning and practice, the teacher makes content errors or does not correct errors made by students. The teacher displays little or not understanding of the range of pedagogical approaches suitable to student learning of the content.	The teacher is familiar with the important concepts in the discipline but displays a lack of awareness of how these concepts relate to one another. The teacher indicates some awareness of prerequisite learning, although such knowledge may be inaccurate or incomplete. The teacher's plans and practice reflect a limited range of pedagogical approaches to the discipline or to the students.	The teacher displays solid knowledge of the important concepts in the discipline and how these relate to one another. The teacher demonstrates accurate understanding prerequisite relationships amount topics. The teacher's plans and practice reflect familiarity with a wide range of effective pedagogical approaches in the subject.	The teacher's plans and practice reflect extensive knowledge of the content and the structure of the discipline. The teacher actively builds on knowledge of prerequisites and misconceptions when describing instruction or seeking causes for student misunderstanding.		

Evidence

1b: Demonstrates Knowledge of Students *Child development *Learning process *Special needs *Student skills, knowledge and proficiency *Interest and cultural heritage	The teacher demonstrates minimal understanding of how students learn and little knowledge of their varied approaches to learning, knowledge and skills, special needs, and interests and cultural heritage and does not indicate that such knowledge is valuable.	The teacher indicates the importance of understanding student's backgrounds, cultures, skills, and language proficiency. The teacher displays generally accurate knowledge of how students learn and of their varied approaches to learning, knowledge and skills, special needs and interests and cultural heritages, yet may apply this knowledge not to individual students but to the class as a whole.	The teacher understands the active nature of student learning and attains information about levels of development for groups of students. The teacher also purposefully acquires knowledge from several sources about groups of students' varied approaches to learning, knowledge and skills, special needs and interests and cultural heritages.	The teacher understands the active nature of students learning and acquires information about levels of development for individual students. The teacher also systematically acquires knowledge from several sources about individual students' varied approaches to learning, knowledge and skills, special needs, and interest and cultural heritages.		
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Evidence

1c: Setting Instructional Outcomes *Value, sequence and alignment *Clarity *Balance *Suitability for diverse learners	The outcomes represent low expectations for students and lack of rigor, not all of these outcomes reflect important learning in the discipline. They are stated as student activities rather than as outcomes for learning. Outcomes reflect only one type of learning and only one discipline or strand and are suitable for only some students.	Outcomes represent moderately high expectations and rigor. Some reflect important learning in the discipline and consist of a combination of outcomes and activities. Outcomes reflect several types of learning, but the teacher has made no effort at coordination or integration. Outcomes, based on global assessments of student learning, are suitable for most of the students in the class.	Most outcomes represent rigorous and important learning in the discipline and are clear, and written in the form of student learning and suggest viable methods of assessment. Outcomes reflect several different types of learning and opportunities for coordination and they are differentiated in whatever way is needed for different groups of students.	All outcomes represent high level learning in the discipline. They are clear, and written in the form of student learning and permit viable methods of assessment. Outcomes reflect several different types of learning and , where appropriate, represent both coordination and integration. Outcomes are differentiated in whatever way is needed for individual students.		
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Evidence

HIGHLAND PINES - Instructor Evaluation

Domain 1: Planning and Preparation Cont.

Component / *Elements	1 Unsatisfactory - Ineffective	2 Basic - Minimally Effective	3 Proficient - Effective	4 Distinguished - Highly Effective	Self Evaluation	Administrator Evaluation
1d: Demonstrating Knowledge of Resources *For classroom *To extend content knowledge *For students	The teacher is unaware of resources to assist student learning beyond materials provided by the school or district. The teacher is unaware of resources for expanding one's own professional skills.	The teacher displays some awareness of resources beyond those provided by the school or district for classroom use and for extending one's professional skill, but does not seek to expand this knowledge.	The teacher displays awareness of resources beyond those provided by the school or district, included those on the internet, for classroom use and for extending one's professional skill, and seeks out such resources.	The teacher's knowledge of resources for classroom use and for extending one's professional skill is extensive, including those available through school or district, in the community, through professional organizations and universities and on the internet.		
Evidence						
1e: Designing Coherent Instruction *Learning activities *Instructional materials and resources *Instructional groups *Lesson and unit structure	Learning activities are poorly aligned with the instructional outcomes and do not follow an organized progression, are not designed to engage students in active intellectual activity and hand unrealistic time allocations. Instructional groups are not suitable to the activities and offer no variety.	Some of the learning activities and materials are aligned with instructional outcomes and represent moderate cognitive challenge, but with no differentiation for different students. Instructional groups partially support the activities with some variety. The lesson or unit has a recognizable structure; but the progression of activities is uneven, with only some reasonable time	Most of the learning activities are aligned with the instructional outcomes and follow an organized progression suitable to groups of students. The learning activities have reasonable time allocations; they represent significant cognitive challenge, with some differentiation for different groups of students and varied use of instructional groups.	The sequence of learning activities follows a coherent sequence, is aligned to instructional goals and is designed to engage student in high-level cognitive activity. These are appropriately differentiated for individual learners. Instructional groups are varied appropriately, with some opportunity for student choice.		
Evidence						
1f: Designing Student Assessments *Congruence w/ outcomes *Criteria and standards *Formative assessments *Use for planning	Assessment procedures are not congruent with instructional outcomes and lack criteria by which student performance will be assessed. The teacher has not plan to incorporate formative assessment in the lesson or unit.	Assessment procedures are partially congruent with instructional outcomes. Assessment criteria and standards have been developed, but they are not clear. The teacher's approach to using formative assessment is rudimentary, including only some of the instructional outcomes.	All the instructional outcomes may be assessed by the proposed assessment plan; assessment methodologies may have been adapted for groups of students. Assessment criteria and standards are clear. The teacher has a well-developed strategy for using formative assessment and has designed particular approaches to be used.	All the instructional outcomes may be assessed by the proposed assessment plan, with clear criteria for assessing student work. The plan contains evidence of student contribution to its development. Assessment methodologies have been adapted for individual students as the need has arisen. The approach to using formative assessment is well designed and includes student as well as teacher use of the assessment information.		
Evidence						
Administrator Notes						
Domain 1: Planning and Preparation Rating: ___ U ___ B ___ P ___ D					Domain 1 Average	
					0.0	0.0

HIGHLAND PINES - Instructor Evaluation

Domain 2: The Classroom Environment

Component / *Elements	1 Unsatisfactory - Ineffective	2 Basic - Minimally Effective	3 Proficient - Effective	4 Distinguished - Highly Effective	Self Evaluation	Administrator Evaluation
2a: Creating an Environment of Respect and Rapport *Teacher interaction w/ students *Students interaction w/ students	Patterns of classroom interactions, both between teacher and students and among students, are mostly negative, in appropriate, or insensitive to students' ages, cultural backgrounds, and developmental levels. Student interactions are characterized by sarcasm, put-downs or conflict. The teacher does not deal with disrespectful behavior.	Patterns of classroom interactions, both between teacher and students and among students, are generally appropriate but may reflect occasional inconsistencies, favoritism, and disregard for students' ages, cultures, and developmental levels. Students rarely demonstrate disrespect for one another. The teacher attempts to respond to disrespectful behavior, with uneven results. The net result of interactions is neutral, conveying neither warmth nor conflict.	Teacher-student interactions are friendly and demonstrate general caring and respect. Such interactions are appropriate to the ages, cultures, and developmental levels of the students. Interactions among students are generally polite and respectful, and students exhibit respect for the teacher. The teacher responds successfully to disrespectful behavior among students. The net result of the interactions is polite, respectful, and business-like, though students may be somewhat cautious about taking intellectual risks.	Classroom interactions between teacher and students and among students are highly respectful, reflecting genuine warmth, caring, and sensitivity to students as individuals. Students exhibit respect for the teacher and contribute to high levels of civility among all members of the class. The net result is an environment where all students feel valued and are comfortable taking intellectual risks.		
Evidence						
2b: Establishing a Culture for Learning *Importance of content *Expectations for learning and achievement *Student pride in work	The classroom culture is characterized by a lack of teacher or student commitment to learning, and/or little or no investment of student energy in the task at hand. Hard work and the precise use of language are not expected or valued. Medium to low expectations for student achievement are the norm, with high expectations for learning reserved for only one or two students.	The classroom culture is characterized by little commitment to learning by the teacher or students. The teacher appears to be only "going through the motions," and students indicate that they are interested in the completion of a task rather than the quality of the work. The teacher conveys that student success is the result of natural ability rather than hard work, and refers only in passing to the precise use of language. High expectations for learning are reserved for those students thought to have a natural aptitude for the subject.	The classroom culture is a place where learning is valued by all; high expectations for both learning and hard work are the norm for most students. Students understand their role as learners and consistently expend effort to learn. Classroom interactions support learning, hard work, and the precise use of language.	The classroom culture is a cognitively busy place, characterized by a shared belief in the importance of learning. The teacher conveys high expectations for learning for all students and insists on hard work; students assume responsibility for high quality by initiating improvements, making revisions, adding detail, and/or assisting peers in their precise use of language.		
Evidence						
2c: Managing Classroom Procedures *Instructional groups *Transitions *Materials and supplies *Non-instructional duties *Supervision of volunteers and paraprofessionals	Much instructional time is lost due to inefficient classroom routines and procedures. There is little or no evidence of the teacher's managing instructional groups and transitions and/or handling materials and supplies effectively. There is little evidence that students know or follow established routines, or that volunteers or paraprofessionals have clearly defined tasks.	Some instructional time is lost due to partially effective classroom routines and procedures. The teacher's management of instructional groups and transitions, or handling of materials and supplies, or both, are inconsistent, leading to some disruption of learning. With regular guidance and prompting, students follow established routines and volunteers and paraprofessionals perform duties.	There is little loss of instructional time due to effective classroom routines and procedures. The teacher's management of instructional groups and transitions, or handling of materials and supplies, or both, are consistently successful. With minimal guidance and prompting, students follow established classroom routines and volunteers and paraprofessionals contribute to the class.	Instructional time is maximized due to efficient and seamless classroom routines and procedures. Students take initiative in the management of instructional groups and transitions, and/or the handling of materials and supplies. Routines are well understood and may be initiated by students. Volunteers and paraprofessionals make an independent contribution to the class.		
Evidence						

HIGHLAND PINES - Instructor Evaluation

Domain 2: The Classroom Environment Cont.

Component / *Elements	1 Unsatisfactory - Ineffective	2 Basic - Minimally Effective	3 Proficient - Effective	4 Distinguished - Highly Effective	Self Evaluation	Administrator Evaluation
2d: Managing Student Behavior *Expectations *Monitoring behavior *Response to misbehavior	There appear to be no established standards of conduct, or students challenge them. There is little or no teacher monitoring of students behavior, and response to students' misbehavior is repressive or disrespectful or student dignity.	Standards of conduct appear to have been established, but their implementation is inconsistent. The teacher tries, with uneven results, to monitor student behavior and respond to student misbehavior.	Student behavior is generally appropriate. The teacher monitors student behavior against established standards of conduct. Teacher response to student misbehavior is consistent, proportionate, and respectful to students and is effective.	Student behavior is entirely appropriate. Students take an active role in monitoring their own behavior and/or that of other students against standards of conduct. Teacher monitoring of student behavior is subtle and preventative. The teacher's response to student misbehavior is sensitive to individual student needs and respects students' dignity.		
Evidence						
2e: Organizing Physical Space *Safety and accessibility *Arrangement of furniture and resources	The classroom environment is unsafe, or learning is not accessible to many. There is poor alignment between the arrangement of furniture and resources, including computer technology, and the lesson activities.	The classroom is safe, and essential learning is accessible to most students. The teacher makes modest use of physical resources, including computer technology. The teacher attempts to adjust the classroom furniture for a lesson or, if necessary, to adjust the lesson to the furniture, but with limited effectiveness.	The classroom is safe, and students have equal access to learning activities; the teacher ensures that the furniture arrangement is appropriate to the learning activities and uses physical resources, including computer technology, effectively.	The classroom environment is safe, and learning is accessible to all students, including those with special needs. The teacher makes effective use of physical resources, including computer technology. The teacher ensures that the physical arrangement is appropriate to the learning activities. Students contribute to the use or adaptation of the physical environments to advance learning.		
Evidence						
Administrator Notes						
Domain 2 The Classroom Environment Rating: ___U ___B ___P ___D				Domain 2 Average		0.0 0.0

HIGHLAND PINES - Instructor Evaluation

Domain 3: Instruction

Component / *Elements	1 Unsatisfactory - Ineffective	2 Basic - Minimally Effective	3 Proficient - Effective	4 Distinguished - Highly Effective	Self Evaluation	Administrator Evaluation
3a: Communicating w/ Students *Expectations for learning *Directions and procedures *Explanations of content *Use of oral and written language	The instructional purpose of the lesson is unclear to students, and the directions and procedures are confusing. The teacher's explanations of the content contains major errors and does not include any explanation of strategies students might use. The teacher's spoken or written language contains errors of grammar and syntax. The teacher's academic vocabulary is inappropriate, vague, or used incorrectly, leaving students confused.	The teacher's attempt to explain the instructional purpose has only limited success, and/or directions and procedures must be clarified after initial student confusion. The teacher's explanation of the content may contain minor errors; some portions are clear, others difficult to follow. The teacher's explanation does not invite students to engage intellectually or to understand strategies they might use when working independently. The teacher's spoken language is correct but uses vocabulary that is either limited or not fully appropriate to the students' ages or backgrounds. The teacher rarely takes opportunity to explain academic vocabulary.	The instructional purpose of the lesson is clearly communicated to students, including where it is situated within broader learning; directions and procedures are explained clearly and may be modeled. The teacher's explanation of content is scaffolded, clear, and accurate and connects with students' knowledge and experience. During the explanation of content, the teacher focuses, as appropriate, on strategies students can use when working independently and invites student intellectual engagement. The teacher's spoken and written language is clear and correct and is suitable to student's ages and interests. The teacher's use of academic vocabulary is precise and serves to extend student understanding.	The teacher links the instructional purposes of the lesson to the larger curriculum; the directions and procedures are clear and anticipate possible student misunderstandings. The teacher's explanation of content is thorough and clear, developing conceptual understanding through clear scaffolding and connecting with student's interests. Students contribute to extending the content by explaining concepts to their classmates and suggesting strategies that might be used. The teacher's spoken and written language is expressive, and the teacher finds opportunities to extend students' vocabularies, both within the discipline and for more general use. Student's contribute to the correct use of academic vocabulary.		
Evidence						
3b: Using Questioning and Discussion Techniques *Quality of questions *Discussion techniques *Student participation	The teacher's questions are of low cognitive challenge, with single correct responses, and are asked in rapid succession. Interaction between the teacher and students is predominantly recitation style, with the teacher mediating all questions and answers; the teacher accepts all contributions without asking reasoning. Only a few students participate in the discussion.	The teacher's questions lead students through a single path of inquiry, with answers seemingly determined in advance. Alternatively, the teacher attempts to ask some questions designed to engage students in thinking, but only a few students are involved. The teacher attempts to engage all students in the discussion, to encourage them to respond to one another, and to explain their thinking, with uneven results.	While the teacher may use some low-level questions, he poses questions designed to promote student thinking and understanding. The teacher creates a genuine discussion among students, providing adequate time for student to respond and stepping aside when doing so is appropriate. The teacher challenges students to justify their thinking and successfully engages most students in the discussion, employing a range of strategies to ensure that most students are heard.	The teacher uses a variety or series of questions or prompts to challenge students cognitively, advance high-level thinking and discourse, and promote metacognition. Students formulate many questions, initiate topics, challenge one another's thinking, and make unsolicited contributions. Students themselves ensure that all voices are heard in the discussion.		
Evidence						
3c: Engaging Students in Learning *Activities and assignments *Student groups *Instructional materials and resources *Structure and pacing	The learning tasks/activities, materials and resources are poorly aligned with the instructional outcomes, or require only rote responses, with only one approach possible. The groupings of students are unsuitable to the activities. The lesson has no clearly defined structure, or the pace of the lesson is too slow or rushed.	The learning tasks and activities are partially aligned with the instructional outcomes but require only minimal thinking by students and little opportunity for them to explain their thinking, allowing most students to be passive or merely compliant. The groupings of students are moderately suitable to the activities. The lesson has a few recognizable structure; however, the pacing of the lesson may not provide students the time needed to be intellectually engaged or may be so slow that many students have a considerable amount of "down time."	The learning tasks and activities are fully aligned with the instructional outcomes and are designed to challenge students thinking, inviting students to make their thinking visible. This technique results in active intellectual engagement by most students with important and challenging content and with teaching scaffolding to support that engagement. The grouping of students are suitable to the activities. The lesson has a clearly defined structure, and the pacing of the lesson is appropriate, providing most students the time needed to be intellectually engaged.	Virtually all students are intellectually engaged in challenging content through well-designed learning task and activities that require complex thinking by students. The teacher provides suitable scaffolding and challenges students to explain their thinking. There is evidence of some student initiation of inquiry and student contributions to the exploration of important content; student may serve as resources for one another. The lesson has clearly defined structure, and the pacing of the lesson provides student the time needed not only to intellectually engage with and reflect upon their learning but also to consolidate their understanding.		
Evidence						

HIGHLAND PINES - Instructor Evaluation

Domain 3: Instruction Cont.

Component / *Elements	1 Unsatisfactory - Ineffective	2 Basic - Minimally Effective	3 Proficient - Effective	4 Distinguished - Highly Effective	Self Evaluation	Administrator Evaluation
3d: Using Assessment in Instruction *Assessment criteria *Monitoring of student learning *Feedback to students *Student self-assessment and monitoring	Students do not appear to be aware of the assessment criteria, and there is little or no monitoring of student learning; feedback is absent or of poor quality. Students do not engage in self or peer assessment.	Students appear to be only partially aware of the assessment criteria, and the teacher monitors student learning for the class as a whole. Questions and assessments are rarely used to diagnose evidence of learning. Feedback to students is general, and few students assess their own work.	Students appear to be aware of the assessment criteria, and the teacher monitors student learning for groups of students. Questions and assessments are regularly used to diagnose evidence of learning. Teacher feedback to groups of students is accurate and specific; some students engage in self-assessment.	Assessment is fully integrated into instruction, through extensive use of formative assessment. Students appear to be aware of, and there is some evidence that they have contributed to, the assessment criteria. Questions and assessments are used regularly to diagnose evidence of learning by individual students. A variety of forms of feedback, from both teacher and peers, is accurate and specific and advances learning. Students self-		
Evidence						
3e: Demonstrating Flexibility and Responsiveness *Lesson adjustment *Response to students *Persistence	The teacher ignores students' questions; when students have difficulty learning, the teacher blames them or their home environment for their lack of success. The teacher makes no attempt to adjust the lesson even when students don't understand the content.	The teacher accepts responsibility for the success or all students but has only a limited repertoire of strategies to use. Adjustment of the lesson in response to assessment is minimal or ineffective.	The teacher successfully accommodates student's questions and interests. Drawing on a broad repertoire of strategies, the teacher persists in seeking approaches for students who have difficulty learning, if impromptu measures are needed, the teacher makes a minor adjustment to the lesson and does so smoothly.	The teacher seizes an opportunity to enhance learning, building on a spontaneous event or students' interests, or successfully adjusts and differentiates instruction to address individual student misunderstandings. Using an extensive repertoire of instructional strategies and soliciting additional resources from the school or community, the teacher persists in seeking effective approaches for students who need help.		
Evidence						
Administrator Notes						
Domain 3 Instruction Rating: ___ U ___ B ___ P ___ D				Domain 3 Average	0.0	0.0

HIGHLAND PINES - Instructor Evaluation

Domain 4: Professional Responsibilities

Component / *Elements	1 Unsatisfactory - Ineffective	2 Basic - Minimally Effective	3 Proficient - Effective	4 Distinguished - Highly Effective	Self Evaluation	Administrator Evaluation
4a: Reflecting on Teaching *Accuracy *Use in future teaching	The teacher does not know whether a lesson was effective or achieved its instructional outcomes, or the teacher profoundly misjudges the success of a lesson. The teacher has no suggestions for how a lesson could be improved.	The teacher has a generally accurate impression of a lesson's effectiveness and the extent to which instructional outcomes were met. The teacher makes general suggestions about how a lesson could be improved.	The teacher makes an accurate assessment of a lesson's effectiveness and the extent to which it achieved its instructional outcomes and can cite general references to support the judgment. The teacher makes a few specific suggestions of what could be tried another time the lesson is taught.	The teacher makes a thoughtful and accurate assessment of a lesson's effectiveness and the extent to which it achieved its instructional outcomes, citing many specific examples from the lesson and weighing the relative strengths of each. Drawing on an extensive repertoire of skills, the teacher offers specific alternative actions, complete with the probable success of different courses of action.		
Evidence						
4b: Maintaining Accurate Records *Student completion of assignments *Student progress in learning *Non-instructional records	The teacher's systems for maintaining both instructional and non-instructional records are either nonexistent or in disarray, resulting in errors and confusion.	The teacher's systems for maintaining both instructional and non-instructional records are rudimentary and only partially effective.	The teacher's system for maintaining information on student completion of assignments, student progress in learning, and non-instructional records is fully effective.	The teacher's system for maintaining information on student completion of assignments, student progress in learning, and non-instructional records is fully effective. Students contribute information and participate in maintaining the records.		
Evidence						
4c: Communicating with Families *About instructional program *About individual students *Engagement of families in instructional program	The teacher provides little information about the instructional program to families; the teacher's communication about student's progress is minimal. The teacher does not respond, or responds insensitively, to parental concerns	The teacher makes sporadic attempts to communicate with families about the instructional program and about the progress of individual students but does not attempt to engage families in the instructional program. Moreover, the communication that does take place may not be culturally sensitive to those families.	The teacher provides frequent and appropriate information to families about the instructional program and conveys information about individual student progress in a culturally sensitive manner. The teacher makes some attempts to engage families in the instructional program.	The teacher communicates frequently with families in a culturally sensitive manner, with students contributing to the communication. The teacher responds to family concerns with professional and cultural sensitivity. The teacher's efforts to engage families in the instructional program are frequent and successful.		
Evidence						
4d: Participating in a Professional Community *Relationship with colleagues *Participation in school projects *Involvement in culture of professional inquiry *Service to school	The teacher's relationships with colleagues are negative or self-serving. The teacher avoids participation in a professional culture of inquiry, resisting opportunities to become involved. The teacher avoids becoming involved in school events or school and district projects.	The teacher maintains cordial relationships with colleagues to fulfill duties that the school or district requires. The teacher participates in the school's culture of professional inquiry when invited to do so. The teacher participates in school events and school and district projects when specifically asked.	The teacher's relationships with colleagues are characterized by mutual support and cooperation; the teacher actively participates in a culture of professional inquiry. The teacher volunteers to participate in school events and in school and district projects, making a substantial contribution.	The teacher's relationships with colleagues are characterized by mutual support and cooperation, with the teacher taking initiative in assuming leadership among the faculty. The teacher takes a leadership role in promoting a culture of professional inquiry. The teacher volunteers to participate in school events and district projects, making a substantial contribution and assuming a leadership role in at least one aspect of school or district life.		
Evidence						

HIGHLAND PINES - Instructor Evaluation

Domain 4: Professional Responsibilities Cont.

Component / *Elements	1 Unsatisfactory - Ineffective	2 Basic - Minimally Effective	3 Proficient - Effective	4 Distinguished - Highly Effective	Self Evaluation	Administrator Evaluation
4e: Growing and Developing Professionally *Enhancement of content knowledge and pedagogical skill *Receptivity to feedback from colleagues *Service to the profession	The teacher engages in no professional development activities to enhance knowledge or skill. The teacher resists feedback on teaching performance from either supervisors or more experienced colleagues. The teacher makes no effort to share knowledge.	The teacher participates to a limited extent in professional activities when they are convenient. The teacher engages in a limited way with colleagues and supervisors in professional conversation about practice, including some feedback on teaching performance. The teacher finds limited ways to assist other teachers and contribute to the profession.	The teacher seeks out opportunities for professional development based on individual assessment of need and actively shares expertise with others. The teacher welcomes feedback from supervisors and colleagues.	The teacher actively pursues professional development opportunities and initiates activities to contribute to the profession. In addition, the teacher seeks feedback from supervisors and colleagues.		
Evidence						
4f: Showing Professionalism *Integrity/ethical conduct *Service to students *Advocacy *Decision-making *Compliance with school/district regulations	The teacher displays dishonestly in interactions with colleagues, students, and the public. The teacher is not alert to students' needs and contributes to school practices that result in some students' being ill served by the school. The teacher makes decisions and recommendations that are based on self-serving interests. The teacher does not comply with school and district regulations.	The teacher is honest in interactions with colleagues, students, and the public. The teacher's attempts to serve students are inconsistent, and unknowingly contributes to some students being ill served by the school. The teacher's decisions and recommendations are based on limited though genuinely professional considerations. The teacher must be reminded by supervisors about complying with school and district regulations.	The teacher displays high standards of honesty, integrity, and confidentiality in interactions with colleagues, students, and the public. The teacher is active in serving students, working to ensure that all students receive a fair opportunity to succeed. The teacher maintains an open mind in team or departmental decision making. The teacher complies fully with school and district regulations.	The teacher can be counted on to hold the highest standards of honesty, integrity, and confidentiality and takes a leadership role with colleagues. The teacher is highly proactive in serving students, seeking out resources when needed. The teacher makes a concerted effort to challenge negative attitudes or practices to ensure that all students, particularly those traditionally underserved, are honored in the school. The teacher takes a leadership role in team or departmental decision making and helps ensure that such decisions are based on the highest professional standards. The teacher complies fully with school and district regulations, taking a leadership role with		
Evidence						
Administrator Notes						
Domain 4 Professional Responsibilities Rating: ___U ___B ___P ___D					Domain 4 Average 0.0 0.0	

HIGHLAND PINES - Instructor Evaluation

Job Performance/Student Growth

Component / *Elements	1 Unsatisfactory - Ineffective	2 Basic - Minimally Effective	3 Proficient - Effective	4 Distinguished - Highly Effective	Self Evaluation	Administrator Evaluation
Assessments: <i>ULS</i> <i>STAT-R</i> <i>Goals/Objectives</i> <i>Other</i>	Professional has attended a training, available support exists, but does not implement assessment.	Professional has attended a training, available support exists and implements assessment according to the appropriate deadline.	Professional has attended training, available support exists, implements assessment according to the appropriate deadline. Uses the assessment results and seeks out interventions/strategies with full implementation to impact instruction.	Professional has attended training, available support exists, implements assessment according to the appropriate deadline. Uses the assessment results and seeks out interventions/strategies with full implementation to impact instruction. Provides leadership, seeks out new materials, research and conducts action research.		
SWIS (School-wide Information System)	Professional has attended a training, available support exists, but has not implemented the assessment.	Professional has attended a training, available support exists, has implemented the assessment.	Professional has attended training, available support exists, has implemented the assessment. Seeks out support when needed, interventions/strategies are fully implemented based on the assessment.	Professional has attended training, available support exists, has implemented the assessment. Seeks out support when needed, interventions/strategies are fully implemented based on the assessment. Provides leadership, seeks out new materials, research and conducts action research.		
MOVE Assessment	Professional has attended a training, available support exists, but has not implemented the assessment.	Professional has attended a training, available support exists, has implemented the assessment.	Professional has attended training, available support exists, has implemented the assessment. Seeks out support when needed, interventions/strategies are fully implemented based on the assessment.	Professional has attended training, available support exists, has implemented assessment according to the appropriate deadline. Seeks out support when needed, interventions/strategies are fully implemented based on the assessment. Provides leadership, seeks out new materials, research and conducts action research.		
Reading Mastery	Professional has attended a training, available support exists, but has not implemented the assessment.	Professional has attended a training, available support exists, has implemented the assessment.	Professional has attended training, available support exists, has implemented the assessment. Seeks out support when needed, interventions/strategies are fully implemented based on the assessment.	Professional has attended training, available support exists, has implemented assessment. Seeks out support when needed, interventions/strategies are fully implemented based on the assessment. Provides leadership, seeks out new materials, research and conducts action research.		
Professional Development	Professional has attended a training, available support exists, but has not implemented the assessment.	Professional has attended a training, available support exists, has implemented the assessment.	Professional has attended training, available support exists, has implemented the assessment. Seeks out support when needed, interventions/strategies are fully implemented based on the assessment.	Professional has attended training, available support exists, has implemented assessment. Seeks out support when needed, interventions/strategies are fully implemented based on the assessment. Provides leadership, seeks out new materials, research and conducts action research.		
From the Key Elements of Implementation Science (MI3= Michigan's Integrated Improvement Initiative)				Page Average	0.0	0.0



HIGHLAND PINES - Instructor Evaluation

Tenure - Probationary Status

STATUS FOR CURRENT YEAR OF: _____

Non-Tenure
Non-Retention

- _____ Tenure
- _____ 1st Year Probation
- _____ 2nd Year Probation
- _____ 3rd Year Probation
- _____ 4th Year Probation
- _____ 5th Year Probation

RECOMMENDED FOR FOLLOWING YEAR: _____

Non-Tenure
Non-Retention

- _____ Tenure
- _____ 1st Year Probation
- _____ 2nd Year Probation
- _____ 3rd Year Probation
- _____ 4th Year Probation
- _____ 5th Year Probation

Overall Effectiveness: _____ Unsatisfactory _____ Basic _____ Proficient _____ Distinguished