

Galena City School District IDEA Contact Teacher Evaluation

Educator Name: _____

Position: _____

Evaluator Name: _____

Date: _____

It is the belief of the Galena City School District that evaluation can be an effective tool to improvement of performance. It is the goal of this evaluation to effect change in the direction of continually increasing professional excellence. The Charlotte Danielson domains and methodology are utilized as the foundation of this evaluation tool.

Elements within domains one through four will be counted individually to determine the number of elements rated exemplary, proficient, basic and unsatisfactory. An educators overall rating will be based on the following methodology:

- **Exemplary:** A teacher should receive an overall rating of exemplary if the teacher has received exemplary ratings in at least half of the elements, with the remaining elements rated no lower than proficient.
- **Proficient:** A teacher should receive an overall rating of proficient if the teacher received no more than one element rated basic, with the remaining elements rated proficient or exemplary.
- **Basic:** A teacher should receive an overall rating of basic if the teacher received no unsatisfactory element rating and two or more elements rated basic.
- **Unsatisfactory:** A teacher should receive an overall rating of unsatisfactory if any one element is rated unsatisfactory.

A teacher must provide evidences/artifacts in order for any element to possibly be rated exemplary. Without evidences and artifacts, the highest rating a teacher can receive in each element is proficient. Providing artifacts and evidences is no guarante of an exemplary element rating.

Domain 1: Planning and Preparation

Component 1a: Demonstrating Knowledge of Content and Pedagogy

<u>Elements</u>	<u>UNSAT</u>	<u>BASIC</u>	<u>PROF</u>	<u>EXEMP</u>
Knowledge of content and the structure of the discipline	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Knowledge of prerequisite relationships	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Knowledge of content-related pedagogy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Component 1b: Demonstrating Knowledge of Students				
<u>Elements:</u>	<u>UNSAT</u>	<u>BASIC</u>	<u>PROF</u>	<u>EXEMP</u>
Knowledge of child and adolescent development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Knowledge of the learning process	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Knowledge of students' skills, knowledge and language	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Knowledge of students' interests and cultural heritage	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Knowledge of students' special needs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Component 1d: Demonstrating Knowledge of Resources				
<u>Elements:</u>	<u>UNSAT</u>	<u>BASIC</u>	<u>PROF</u>	<u>EXEMP</u>
Resources for educational use	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resources to extend content knowledge and pedagogy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resources for students and parents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Domain 1: Evidences and Artifacts				
Domain 2: The Classroom Environment				
<i>Component 2a: Creating an Environment of Respect and Rapport</i>				
<u>Elements:</u>	<u>UNSAT</u>	<u>BASIC</u>	<u>PROF</u>	<u>EXEMP</u>
Teacher interaction with students and parents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Component 2b: Establishing a Culture for Learning</i>				
<u>Element</u>	<u>UNSAT</u>	<u>BASIC</u>	<u>PROF</u>	<u>EXEMP</u>
Importance of the content	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Expectations for learning and achievement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Student pride in work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Domain 2: Evidences and Artifacts

Domain 3: Instruction

Component 3a: Communicating with Students and Parents

<u>Elements:</u>	<u>UNSAT</u>	<u>BASIC</u>	<u>PROF</u>	<u>EXEMP</u>
Expectations for learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Directions and procedures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Explanations of content	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Use of oral and written language	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Component 3d: Using Assessments in Instruction

<u>Elements:</u>	<u>UNSAT</u>	<u>BASIC</u>	<u>PROF</u>	<u>EXEMP</u>
Assessment criteria	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Monitoring of student learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Feedback to students and parents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Component 3e: Demonstrating Flexibility and Responsiveness

<u>Elements</u>	<u>UNSAT</u>	<u>BASIC</u>	<u>PROF</u>	<u>EXEMP</u>
Lesson adjustment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Response to students and parents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Persistence	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Domain 3: Evidences and Artifacts

Domain 4: Professional Responsibilities

Component 4b: Maintaining Accurate Records				
<u>Elements</u>	<u>UNSAT</u>	<u>BASIC</u>	<u>PROF</u>	<u>EXEMP</u>
Student completion of assignments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Student progress in learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Maintaining Instructional records	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Component 4c: Communicating with Families				
<u>Elements</u>	<u>UNSAT</u>	<u>BASIC</u>	<u>PROF</u>	<u>EXEMP</u>
Information about the instructional program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Information about students and families	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Engagement of families in the instructional program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Component 4d: Participating in a Professional Community				
<u>Elements:</u>	<u>UNSAT</u>	<u>BASIC</u>	<u>PROF</u>	<u>EXEMP</u>
Relationships with colleagues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Involvement in a culture of professional inquiry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Service to the school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Participation in school and district projects	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Component 4e: Growing and Developing Professionally				
<u>Elements</u>	<u>UNSAT</u>	<u>BASIC</u>	<u>PROF</u>	<u>EXEMP</u>
Enhancement of content knowledge and pedagogical skill	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Receptivity to feedback from colleagues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Service to profession	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Component 4f: Showing Professionalism				
<u>Elements:</u>	<u>UNSAT</u>	<u>BASIC</u>	<u>PROF</u>	<u>EXEMP</u>
Integrity and ethical conduct	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Service to students and parents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Advocacy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Decision making	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Compliance with school and district regulations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Evidences and Artifacts			
Tally of All Element Ratings			
Elements Rated Exemplary		Elements Rated Proficient	
Elements Rated Basic		Elements Rated Unsatisfactory	
Overall Rating			
Exemplary		Basic	
Proficient		Unsatisfactory	
Evaluator Comments:			
Employee Comments:			

Statement: *A formal conference was held on _____ with my evaluator. I understand that I have five work days to study and prepare a response which will be attached to this evaluation and will become a part of this evaluation. I also understand that my signature below does not necessarily mean that I agree with the evaluation.*

Employee Signature: _____

Date: _____

Evaluator Signature: _____

Date: _____