



CERTIFICATED INSTRUCTIONAL PERSONNEL EVALUATION

Regular Contract (RC) _____ Temporary Contract (TC) / Special Contract (SC) _____ Interim Evaluation _____
_____ 1st Year (Probationary) _____ Final Evaluation
_____ 2nd Year (Probationary)
_____ Permanent

Evaluatee: _____ School or Office: _____
Assignment: _____ Dates of Observations: _____

Table with 2 columns: Rating Symbol and Explanation. Includes Distinguished, Effective, *Developing, *Unsatisfactory, and *Comments Required.

1. Engages and Supports All Students in Learning

_____ Distinguished _____ Effective _____ *Developing _____ *Unsatisfactory

- Using knowledge of students to engage them in learning through differentiating instruction based on their strengths, interests and needs. (1.1)
Connecting learning to students' prior knowledge, background and life experiences. (1.2)
Connecting subject matter to meaningful, real-life contexts and purpose for learning. (1.3)
Using a variety of instructional strategies, including EEEI, and a variety of resources and technologies to meet students' diverse learning needs. (1.4)
Promoting critical thinking through inquiry, problem solving, technology and reflection. (1.5)
Monitoring student learning and adjusting instruction by incorporating a variety of strategies while teaching to insure progress of pupils towards the standards (1.6).

Comments:

2. Creates and Maintains Effective Learning Environments

_____ Distinguished _____ Effective _____ *Developing _____ *Unsatisfactory

- Promoting social development and responsibility within a caring community where each student is treated fairly and respectfully. (2.1)
Creating and maintaining safe physical environments that promote student learning, reflect diversity, and encourage constructive and productive interactions among students. (2.2, 2.3)
Creating a rigorous learning environment with high expectations for all students (2.4)
Developing, communicating, and maintaining high standards for individual and group behavior. (2.5)
Employing classroom routines, procedures, norms, and supports for positive behavior to ensure a climate in which all students can learn. (2.6)
Using instructional time to organize learning. (2.7)

Comments:

3. Understands and Organizes Subject Matter for Student Learning

_____ Distinguished _____ Effective _____ *Developing _____ *Unsatisfactory

- Demonstrating knowledge of subject matter, academic content standards, and curriculum frameworks. (3.1)
- Applying knowledge of student development and proficiencies to ensure student understanding of subject matter. (3.2)
- Organizing curriculum to facilitate student understanding of the subject matter. (3.3)
- Utilizing instructional strategies that are appropriate to the subject matter. (3.4)
- Using and adapting resources, technologies, and standards-aligned instructional materials, including adopted materials, to make subject matter accessible to all students. (3.5)
- Addressing the needs of English learners and students with special needs to provide equitable access to the content. (3.6)

Comments:

4. Plans Instruction and Designs Learning Experiences for All Students

_____ Distinguished _____ Effective _____ *Developing _____ *Unsatisfactory

- Using knowledge of students' academic readiness, language proficiency, cultural background, and individual development to plan instruction. (4.1)
- Establishing and articulating goals for student learning. (4.2)
- Developing and sequencing long-term and short-term instructional plans based on District guidelines (as applicable) to support student learning. (4.3)
- Planning instruction that incorporates appropriate strategies and curricular objectives to meet the learning needs of all students. (4.4)
- Adapting instructional plans and curricular materials to meet the assessed learning needs of all students. (4.5)

Comments:

5. Assesses Student Learning

_____ Distinguished _____ Effective _____ *Developing _____ *Unsatisfactory

- Applying knowledge of the purposes, characteristics, and uses of different assessments, both informal and formal. (5.1)
- Collecting and analyzing assessment data from a variety of sources to inform instruction. (5.2)
- Reviewing data, both individually and with colleagues, to monitor student learning. (5.3)
- Using assessment data to establish learning goals and to plan, differentiate, and modify instruction as permitted by District guidelines (as applicable). (5.4)
- Involving all students in self-assessment, goal setting, and monitoring progress. (5.5)
- Using technology to assist in assessment, analysis, and communication of student learning. (5.6)
- Using assessment information to share timely and comprehensible feedback with students and their families. (5.7)

Comments:

6. Developing as a Professional Educator

_____ Distinguished _____ Effective _____ *Developing _____ *Unsatisfactory

- Reflecting on teaching practice in support of student learning. (6.1)
- Establishing professional goals and engaging in continuous and purposeful professional growth and

development. (6.2)

- Collaborating with colleagues and the broader professional community, as available, to support teacher and student learning. (6.3)
- Working with families to support student learning. (6.4)
- Promoting collaboration between school and community in support of the instructional program. (6.5)
- Managing professional responsibilities to maintain motivation and commitment to all students. (6.6)
- Demonstrating professional responsibility, integrity, and ethical conduct. (6.7)

Comments:

Specific Suggestions for Next Steps and/or Areas of Needed Improvement:

Overall Comments:

Continued Service: _____ Recommended _____ Recommended Contingent Upon Improvement _____ Not Recommended
 (TC, SC)

Date of Conference Held

Printed Name of Evaluator

Signature of Evaluator

Date of Receipt of Written Report

Signature of Evaluatee

Printed Name of Other Participant Date

Signature of Other Participant Date

Printed Name of Other Participant Date

Signature of Other Participant Date

_____ The evaluatee may be eligible for the 5-year evaluation cycle in the _____ school year.

This evaluation has been discussed with me. Signing this form does not necessarily mean that I agree with all ratings.
 You have the opportunity to review and comment thereon in accordance with Education Code, Section 44031, if you so desire. Ten (10) days from the date of this "Interim/Final Evaluation," this document will be placed in your personnel file. You have the right to respond and have your response placed in your personnel file.

Copies to: Human Resource Services, Employee, and School or Office