Evaluating Personal Performance

1. Identifying Areas of Pedagogical Strength and Weakness

The teacher identifies specific strategies and behaviors on which to improve from Domain 1 (routine lesson segments, content lesson segments and segments that are enacted on the spot).

<table>
<thead>
<tr>
<th>Scale</th>
<th>Innovating (4)</th>
<th>Applying (3)</th>
<th>Developing (2)</th>
<th>Beginning (1)</th>
<th>Not Using (0)</th>
</tr>
</thead>
</table>

**Teacher Evidence**

- The teacher identifies specific areas of strengths and weaknesses within Domain 1
- The teacher keeps track of specifically identified focus areas for improvement within Domain 1
- The teacher identifies and keeps track of specific areas identified based on teacher interest within Domain 1
- When asked, the teacher can describe how specific areas for improvement are identified within Domain 1

**Scale**

<table>
<thead>
<tr>
<th>Identifying Areas of Pedagogical Strength and Weakness</th>
<th>Innovating</th>
<th>Applying</th>
<th>Developing</th>
<th>Beginning</th>
<th>Not Using</th>
</tr>
</thead>
<tbody>
<tr>
<td>The teacher is a recognized leader in helping others with this activity</td>
<td>The teacher identifies specific strategies and behaviors on which to improve from routine lesson segments, content lesson segments and segments that are enacted on the spot</td>
<td>The teacher identifies specific strategies and behaviors on which to improve but does not actually complete or follow through with these attempts</td>
<td>The teacher attempts to perform this activity but does not actually complete or follow through with these attempts</td>
<td>The teacher makes no attempt to perform this activity</td>
<td></td>
</tr>
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<td>The teacher identifies specific strategies and behaviors on which to improve from routine lesson segments, content lesson segments and segments that are enacted on the spot</td>
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<td></td>
<td></td>
</tr>
</tbody>
</table>
### 2. Evaluating the Effectiveness of Individual Lessons and Units

The teacher determines how effective a lesson or unit of instruction was in terms of enhancing student achievement and identifies causes of success or difficulty.

- Innovating (4)
- Applying (3)
- Developing (2)
- Beginning (1)
- Not Using (0)
- Not Applicable

#### Scale

<table>
<thead>
<tr>
<th>Evaluating the Effectiveness of Individual Lessons and Units</th>
<th>Innovating</th>
<th>Applying</th>
<th>Developing</th>
<th>Beginning</th>
<th>Not Using</th>
</tr>
</thead>
<tbody>
<tr>
<td>The teacher is a recognized leader in helping others with this activity</td>
<td>The teacher determines how effective a lesson or unit was in terms of enhancing student achievement and identifies specific causes of success or difficulty and uses this analysis when making instructional decisions</td>
<td>The teacher determines how effective a lesson or unit was in terms of enhancing student achievement but does not accurately identify causes of success or difficulty</td>
<td>The teacher attempts to perform this activity but does not actually complete or follow through with these attempts</td>
<td>The teacher makes no attempt to perform this activity</td>
<td></td>
</tr>
</tbody>
</table>

#### Teacher Evidence

- The teacher gathers and keeps records of his or her evaluations of individual lessons and units.
- When asked, the teacher can explain the strengths and weaknesses of specific lessons and units.
- When asked, the teacher can explain the alignment of the assessment tasks and the learning goals.
- When asked, the teacher can explain how the assessment tasks help track student progress toward the learning goals.
### 3. Evaluating the Effectiveness of Specific Pedagogical Strategies and Behaviors

<table>
<thead>
<tr>
<th>Evaluating the Effectiveness of Specific Pedagogical Strategies and Behaviors</th>
<th>Innovating</th>
<th>Applying</th>
<th>Developing</th>
<th>Beginning</th>
<th>Not Using</th>
</tr>
</thead>
<tbody>
<tr>
<td>The teacher determines the effectiveness of specific instructional techniques regarding the achievement of subgroups of students and identifies specific reasons for discrepancies.</td>
<td>Innovating (4)</td>
<td>Applying (3)</td>
<td>Developing (2)</td>
<td>Beginning (1)</td>
<td>Not Using (0)</td>
</tr>
</tbody>
</table>

#### Teacher Evidence

- The teacher gathers and keeps evidence of the effects of specific classroom strategies and behaviors on specific categories of students (i.e., different socio-economic groups, different ethnic groups)
- The teacher provides a written analysis of specific causes of success or difficulty
- When asked, the teacher can explain the differential effects of specific classroom strategies and behaviors on specific categories of students

#### Scale

- Innovating (4)
- Applying (3)
- Developing (2)
- Beginning (1)
- Not Using (0)
- Not Applicable

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Developing and Implementing a Professional Growth Plan

1. Developing a Written Growth and Development Plan

| The teacher develops a written professional growth and development plan with specific and measurable goals, action steps, manageable timelines and appropriate resources. | Innovating (4)  
| Applying (3)  
| Developing (2)  
| Beginning (1)  
| Not Using (0)  
| Not Applicable |

**Teacher Evidence**

- The teacher constructs a growth plan that outlines measurable goals, action steps, manageable timelines and appropriate resources
- When asked, the teacher can describe the professional growth plan using specific and measurable goals, action steps, manageable timelines and appropriate resources

**Scale**

<table>
<thead>
<tr>
<th>Developing a Written Growth and Development Plan</th>
<th>Innovating</th>
<th>Applying</th>
<th>Developing</th>
<th>Beginning</th>
<th>Not Using</th>
</tr>
</thead>
<tbody>
<tr>
<td>The teacher is a recognized leader in helping others with this activity</td>
<td>The teacher develops a written professional growth and development plan with clear and measurable goals, action steps, timelines and resources</td>
<td>The teacher develops a written professional growth and development plan but does not articulate clear and measurable goals, action steps, timelines and appropriate resources</td>
<td>The teacher attempts to perform this activity but does not actually complete or follow through with these attempts</td>
<td>The teacher makes no attempt to perform this activity</td>
<td></td>
</tr>
</tbody>
</table>

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## 2. Monitoring Progress Relative to the Professional Growth and Development Plan

<table>
<thead>
<tr>
<th>Monitoring Progress Relative to the Professional Growth and Development Plan</th>
<th>Innovating</th>
<th>Applying</th>
<th>Developing</th>
<th>Beginning</th>
<th>Not Using</th>
</tr>
</thead>
<tbody>
<tr>
<td>The teacher charts his or her progress toward goals using established action plans, milestones and timelines.</td>
<td>Innovating (4)</td>
<td>Applying (3)</td>
<td>Developing (2)</td>
<td>Beginning (1)</td>
<td>Not Using (0)</td>
</tr>
<tr>
<td>Scale</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Not Applicable</td>
</tr>
</tbody>
</table>

### Teacher Evidence

- The teacher constructs a plan that outlines a method for charting progress toward established goals supported by evidence (e.g., student achievement data, student work, student interviews, peer, self and observer feedback).
- When asked, the teacher can describe progress toward meeting the goals outlined in the plan supported by evidence (e.g., student achievement data, student work, student interviews, peer, self and observer feedback).

### Scale

<table>
<thead>
<tr>
<th>Monitoring Progress Relative to the Professional Growth and Development Plan</th>
<th>Innovating</th>
<th>Applying</th>
<th>Developing</th>
<th>Beginning</th>
<th>Not Using</th>
</tr>
</thead>
<tbody>
<tr>
<td>The teacher is a recognized leader in helping others with this activity.</td>
<td>The teacher charts his or her progress on the professional growth and development plan using established milestones and timelines and makes modifications or adaptations as needed.</td>
<td>The teacher charts his or her progress on the professional growth and development plan using established milestones and timelines but does not make modifications or adaptations as needed.</td>
<td>The teacher attempts to perform this activity but does not actually complete or follow through with these attempts.</td>
<td>The teacher makes no attempt to perform this activity.</td>
<td></td>
</tr>
</tbody>
</table>