

ADDENDUM J

**MADERA UNIFIED SCHOOL DISTRICT
TEACHER EVALUATION INSTRUMENT
(Based on the California Standards for the Teaching Profession)**

Name: _____ School: _____
 Grade Level: _____ Assignment: _____
 School Year: 20____ - 20____ Evaluating Supervisor _____
 Date of Hire: _____

Probationary 0 Temporary 1st Year Probationary 2nd Year Probationary Tenured

TEACHER PERFORMANCE STANDARD RATING

D= Distinguished
 S = Skilled
 E = Emerging
 I = Ineffective practice that is not consistent with standard expectations

- Unsatisfactory ratings must include a Recommendation & Assistance statement by the evaluating supervisor in Section VI

FACTORS	RATING (D,S,E,I)	COMMENTS (Use additional pages if needed)
Standard 1: Engaging and Supporting All Students in Learning		
The teacher:		
A. Connects the students' prior knowledge, life experiences and interests with learning goals.		
B. Uses a variety of instructional strategies and resources to respond to students' diverse needs		
C. Facilitates learning experiences that promote autonomy, interaction, and choice		

FACTORS	RATING (D,S,E,I)	COMMENTS (Use additional pages if needed)
Standard 1 –continued-		
D Engages students in problem solving, critical thinking, and other activities that make subject matter meaningful		
E. Monitors student learning and adjusting instruction while teaching		

FACTORS	RATING (D,S,E,I)	COMMENTS (Use additional pages if needed)
Standard 2: Creating and Maintaining Effective Environments for Student Learning		
The teacher:		
A. Creates a physical environment that engages all students.		
B. Establishes a climate that promotes fairness and respect.		
C. Promotes social development and group responsibility.		
D.. Establishes and maintains standards for student behavior.		
E. Plans and implements classroom procedures and routines that support student learning.		
F. Uses instructional time effectively.		

FACTORS	RATING (D,S,E,I)	COMMENTS (Use additional pages if needed)
STANDARD 3: Understanding and Organizing Subject Manner for Student Learning.		
The Teacher:		
A. Demonstrates knowledge of the subject matter content and student development.		

B. Organizes curriculum to support student understanding of the subject matter.		
C. Interrelates ideas and information within and across subject matter areas.		
D. Develops appropriate instructional strategies for understanding of the subject matter		
E. Uses materials, resources and technologies to make subject matter more accessible to students.		

FACTORS	RATING (D,S,E,I)	COMMENTS (Use additional pages if needed)
STANDARD 4: Planning Instruction and Designing Learning Experiences for All Students		
The teacher:		
A. Draws on and values student backgrounds, interests, and developmental learning needs		
B. Establishes and articulates goals for student learning.		
C. Develops and sequences instructional activities and materials for student learning.		
D. Designs short and long term plan to foster student learning.		
E. Modifies instructional plans to adjust for student needs.		

FACTORS	RATING (D,S,E,I)	COMMENTS (Use additional pages if needed)
STANDARD 5: Assessing Student Learning		
The teacher:		
A. Applies knowledge of the purposes, characteristics, and uses of different types of assessment		
B. Collects and uses multiple sources of information to assess student learning.		

C. Reviews data, both individually and with colleagues, to monitor student learning		
D. Uses assessment data to establish learning goals and to plan, differentiate, and modify instruction		
E. Involves and guides all students in assessing their own learning		
F. Communicates with students, families, and other audiences about student learning		

FACTORS	RATING (D,S,E,I)	COMMENTS (Use additional pages if needed)
STANDARD 6: Developing as a Professional Educator		
The teacher:		
A. Reflects on teaching practice and plans professional development.		
B. Establishes professional goals and pursues opportunities to grow professionally.		
C. Collaborates with colleagues and the broader professional community to support teacher and student learning		
D. Works with families to support student learning		
E. Manages professional responsibilities to maintain motivation and commitment to all students		

FACTORS	RATING (D,S,E,I)	COMMENTS (Use additional pages if needed)
STANDARD 7: Professional Behavior		
The teacher:		
A. Assumes responsibility for assigned duties.		

B. Adheres to the rules and regulations of the school and District including collective Bargaining Agreement.		
C. Tactfully discusses issues with students, parents and colleagues.		

* The overall rating for a standard will be determined by the predominate rating of its sub-standards.

*Analysis of student performance assessments takes into account mitigating factors such as student attendance, entry-level achievement, special program membership and other measurable variables that influence student achievement.

1. Teachers who receive a majority of ineffective ratings in the components of a Standard shall be rated ineffective in that Standard.
2. In order to receive an overall ineffective evaluation, a teacher must receive a minimum of two ineffective ratings in Standard numbers 1-5.

Evaluator's Summary Comments
Commendations
Recommendations & Assistance

Overall Performance Evaluation

- Distinguished /exceeds Standards
- Skilled/ meets standards
- Emerging/ needs improvement time
- Ineffective practice that is not consistent with standard expectation

Probationary Teachers

- Recommended for rehire
- Not recommended for rehire
- withhold judgment at this

PERMANENT TEACHERS

- Referred to Peer Assistance and Review due to overall ineffective

Evaluatee's Comments:

I have received and read a copy of the foregoing performance evaluation report and have had an opportunity to discuss it with my evaluating supervisor. My signature does not constitute endorsement of this document.

Employee Signature

Date

Supervisor Signature

Date

Original: Evaluatee
Copy: Evaluator
Copy: Personnel File