

ADDENDUM G

MADERA UNIFIED SCHOOL DISTRICT  
TEACHER GOALS  
INITIAL CONFERENCE AGREEMENT

Name \_\_\_\_\_ Date \_\_\_\_\_

Permanent or Probationary : 1<sup>ST</sup>  2<sup>ND</sup>   
Other \_\_\_\_\_

Position: \_\_\_\_\_

I. Engaging and Supporting All Students in Learning

- 1.A Connects prior knowledge, life experience, and interests
- 1.B Uses a variety of instructional strategies and resources
- 1.C Facilitates learning experiences-autonomy, interaction, and choice
- 1.D Engages students in problem solving & critical thinking
- 1.E Promotes self-directed, reflective learning for all students

V. Assessing Student Learning

- 5.A Establishes and communicates learning goals for all students
- 5.B Collects and uses multiple sources of information to assess student learning
- 5.C Involves and guides students in assessing their own learning
- 5.D Uses the results of assessments to guide instruction
- 5.E Communicates student progress to students and families
- 5.F The teachers students demonstrate progress towards the attainment of grade-level academic standards as evidenced by results from multiple performance measures.

II. Creating & Maintaining an Effective Environment for All

- 2.A Creates a physical environment that engages all students
- 2.B Establishes a climate of fairness and respect
- 2.C Promotes social development and responsibility
- 2.D Establishes and maintains standards for student behavior
- 2.E Plans and implements procedures and routines
- 2.F Uses instructional time effectively

VI. Developing as a Professional Educator

- 6.A Reflects on teaching and plans professional development
- 6.B Establishes and pursues professional goals
- 6.C Works with communities to improve professional practice
- 6.D Works with families to improve professional practice
- 6.E Works with colleagues to improve professional practice

III. Understanding & Organizing Subject Matter Knowledge

- 3.A Demonstrates knowledge of subject matter & student development
- 3.B Organizes curriculum to support student understanding
- 3.C Interrelates ideas and information within & across subjects
- 3.D Uses appropriate instructional strategies to develop understanding
- 3.E Uses materials, resources, and technologies

VII Professional Behavior

- 7.A Assumes responsibility for assigned duties
- 7.B Adheres to the rules and regulations of the school and District including the Collective Bargaining Agreement
- 7.C Tactfully discusses issues with students, parents and colleagues.

IV: Planning Instruction & Designing Learning Experiences for All

- 4.A Draws on and values students' background, interests, and developmental learning needs
- 4.B Establishes and articulates goals for student learning
- 4.C Develops and sequences instructional activities & materials
- 4.D Designs short-term and long-term plan to foster learning
- 4.E Modifies instructional plans for student needs

Understanding that the teacher evaluation process reflects all standards above, please select two to three standards upon which you will focus this year. At least one of these goals must be from Standards 1-5. Choose one or more elements for each standard.

I. Goal Number One

1. Standard: \_\_\_\_\_

Element(s):

2. Please describe your personal goal(s) and implementation plan related to this standard.

3. How will your attainment of this goal be evaluated?

## II. Goal Number Two

1. Standard: \_\_\_\_\_

Element(s):

2. Please describe your personal goal(s) and implementation plan related to this standard.

3. How will your attainment of this goal be evaluated?

## III. Goal Number Three (optional)

1. Standard: \_\_\_\_\_

Element(s):

2. Please describe your personal goal(s) and implementation plan related to this standard:

3. How will your attainment of this goal be evaluated?

IV. How can your administrator support you in meeting your identified standards (e.g. staff development, peer observation time, resources)?

V. Please identify three students (by I.D. numbers) whose work we can discuss throughout the year as it relates to the goals you have set\*.

\_\_\_\_\_

Below Average

\_\_\_\_\_

Average

\_\_\_\_\_

Above Average

Each time we meet please bring work samples from these students so we can analyze their progress. Additionally, please bring any evidence which reflects accomplishment of the above goals (e.g. parent newsletters, lesson plans or activities, modified student assignment, assessment).

\*Secondary teachers need to select three students from within one period.

These goals have been reviewed and agreed upon in a conference on \_\_\_\_\_.  
(Date)

\_\_\_\_\_

Date

\_\_\_\_\_

Teacher's Signature

\_\_\_\_\_

Date

\_\_\_\_\_

Supervisor's Signature

*This agreement may be modified by mutual consent at any time during the school year. A copy of this plan will be kept in the Supervisor's office.*

Original:    Evaluatee  
Copy:        Evaluator