

Woodside Elementary School District

Certificated Employee Standards

Summative Form



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Website: <http://www.woodsideschool.us>

Teacher's Name: _____ Date: _____ Assignment: _____

Status of Teacher: (Circle One) Temporary Probationary Permanent Other: _____

Assessment Rankings:

- **Commendable** Employee appears to have internalized the behavior and has it as a regular part of his/her professional repertory. A level of development in which the teacher is fully skilled and able to integrate complex elements of instruction, curriculum, and professional development into that practice. The teacher is consistently innovating and creating in all areas of teaching and professional development.
- **Meets Expectation** Employee's performance meets expectations but does not exceed. A level of development in which the teacher is able to teach independently, internalizes and easily applies what she or he has learned about teaching.
- **Needs Improvement** Employee needs to be reminded about expectations. A level of development in which the teacher still relies on support but is moving toward becoming more self-directed and independent in her or his practice. The teacher is attempting to internalize and apply what she or he has learned about teaching.
- **Unsatisfactory** Employee's performance does not meet expectations.

Summary Evaluation Standard is based on the sub-items under each standard.

STANDARD I – Engaging and Supporting All Students in Learning				
Observed Evidence of:				
	Commendable	Meets Expectations	Needs Improvement	Unsatisfactory
<input type="checkbox"/> 1•1 Using knowledge of students to engage them in learning				
<input type="checkbox"/> 1•2 Connecting learning to students' prior knowledge, backgrounds, life experiences, and interests				
<input type="checkbox"/> 1•3 Connecting subject matter to meaningful, real-life contexts'				
Summary Evaluation of Standard:				

Teacher's Name: _____ Date: _____ Evaluator: _____

<input type="checkbox"/> 1•4 Using a variety of instructional strategies, resources, and technologies to meet students' diverse learning needs	
<input type="checkbox"/> 1•5 Promoting critical thinking through inquiry, problem solving, and reflection	
<input type="checkbox"/> 1•6 Monitoring student learning and adjusting instruction while teaching	

Teacher's Name: _____ Date: _____ Evaluator: _____

STANDARD II – Creating and Maintaining Effective Environments for Student Learning

Observed Evidence of:

Commendable	Meets Expectations	Needs Improvement	Unsatisfactory

- ☐ 2•1 Promoting social development and responsibility within a caring community where each student is treated fairly and respectfully
- ☐ 2•2 Creating physical or virtual learning environments that promote student learning, reflect diversity, and encourage constructive and productive interactions among students
- ☐ 2•3 Establishing and maintaining learning environments that are physically, intellectually, and emotionally safe
- ☐ 2•4 Create a rigorous learning environment with high expectations and appropriate support for all students
- ☐ 2•5 Developing, communicating, and maintaining high standards for individual and group behavior
- ☐ 2•6 Employing classroom routines, procedures, norms, and supports for positive behavior to ensure a climate in which all students can learn
- ☐ 2•7 Using instructional time to optimize learning

Summary Evaluation of Standard:

STANDARD III – Understanding & Organizing Subject Matter for Student Learning

Observed Evidence of:

Commendable	Meets Expectations	Needs Improvement	Unsatisfactory

- ☐ 3•1 Demonstrating knowledge of subject matter academic content standards
- ☐ 3•2 Applying knowledge of student development and proficiencies to ensure student understanding of subject matter
- ☐ 3•3 Organizing curriculum to facilitate student understanding of the subject matter
- ☐ 3•4 Utilizing instructional strategies that are appropriate to the subject matter
- ☐ 3•5 Using and adapting resources, technologies, and standards-aligned instructional materials, including

Summary Evaluation of Standard:

Teacher's Name: _____ Date: _____ Evaluator: _____

adopted materials, to make subject matter accessible to all students

- ☐ 3•6 Addressing the needs of English Learners and students with special needs to provide equitable access to the content

Teacher's Name: _____ Date: _____ Evaluator: _____

STANDARD IV – Planning Instruction & Designing Learning Experiences for All Students

Observed Evidence of:

- ☐ 4•1 Using knowledge of students' academic readiness, language proficiency, cultural background, and individual development to plan instruction
- ☐ 4•2 Establishing and articulating goals for student learning
- ☐ 4•3 Developing and sequencing long-term and short-term instructional plans to support student learning
- ☐ 4•4 Planning instruction that incorporates appropriate strategies to meet the learning needs of all students
- ☐ 4•5 Adapting instructional plans and curricular materials to meet the assessed learning needs of all students

Commendable	Meets Expectations	Needs Improvement	Unsatisfactory

Summary Evaluation of Standard:

STANDARD V – Assessing Students for Learning

Observed Evidence of:

- ☐ 5•1 Applying knowledge of the purposes, characteristics, and uses of different types of assessments
- ☐ 5•2 Collecting and analyzing assessment data from a variety of sources to inform instruction
- ☐ 5•3 Reviewing data, both individually and with colleagues, to monitor student learning
- ☐ 5•4 Using assessment data to establish learning goals and to plan, differentiate, and modify instruction
- ☐ 5•5 Involving all students in self-assessment, goal setting, and monitoring progress
- ☐ 5•6 Using available technologies to assist in assessment, analysis, and communication of student learning
- ☐ 5•7 Using assessment information to share timely and comprehensible feedback with students and their families

Commendable	Meets Expectations	Needs Improvement	Unsatisfactory

Summary Evaluation of Standard:

Teacher’s Name:_____Date:_____Evaluator:_____

Teacher's Name: _____ Date: _____ Evaluator: _____

STANDARD VI – Developing as a Professional Educator

Observed Evidence of:

- ☐ 6•1 Reflecting on teaching practice in support of student learning
- ☐ 6•2 Establishing professional goals and engaging in continuous and purposeful professional growth and development
- ☐ 6•3 Collaborating with colleagues and the broader professional community to support teacher and student learning
- ☐ 6•4 Working with families to support student learning
- ☐ 6•5 Engaging local communities in support of the instructional program
- ☐ 6•6 Managing professional responsibilities to maintain motivation and commitment to all students
- ☐ 6•7 Demonstrating professional responsibility, integrity, and ethical conduct

Commendable	Meets Expectations	Needs Improvement	Unsatisfactory

Summary Evaluation of Standard:

Commendations:

Areas for Growth:

Evaluator: _____

Title of Evaluator: _____

Evaluator's Signature: _____

Date: _____

My signature indicates this evaluation was discussed with me. Signing the evaluation does not mean I agree with it. I understand I may attach my own statement to this evaluation within 10 working days of my signature date.

Teacher's Name: _____ Date: _____ Evaluator: _____

Teacher's Signature: _____ Date: _____