

DISCUSSION GUIDE

Criteria for the Evaluation of Teaching Performance

Teacher: Please review and provide examples of teaching practice in the following performance areas. This will be used as a tool for discussion during the evaluation process.

Please note that all areas cited for your thoughtful consideration and discussion may not necessarily apply to your teaching context. If something does not apply to your context (ex. technology at a Colony school), skip it. It is understood that each teaching situation is unique and some performance areas will be more amenable to discussion than others.

Discussion Dates:

A. Accommodation for Context and Learning Need

- Recognition, consideration and application of:

Student variables:

School variables:

Parent variables:

- Accommodating instruction in recognition of different learning styles and needs.

- Monitoring effectiveness of practice and making changes if needed.

B. Planning and Preparation

- Long range plans complete.

_____yes _____ in progress _____ not started

- Mid range plans complete.

_____yes _____ in progress _____ not started

- Daily plans up to date.

_____yes _____ in progress _____ sporadically

- Special program plans up to date and student progress monitored (ex. IPP, ESL)

_____ consistently _____ sporadically _____ not started

- Can you show how planning is directly related to Outcomes in the Programs of Study?
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- Confidence in your understanding of the subjects you are teaching.

Course	<i>High In-depth</i>	<i>Competent</i>	<i>Developing</i>	<i>Would like help</i>

C. Classroom Organization and Management

- Describe how you have created a learning environment that is physically, psychologically, socially and culturally secure.

- What are some strategies you use to maintain on-task behavior?

- What are some strategies you use to maintain discipline and/or promote self-discipline?

- List some of your classroom routines.

D. Instruction

- Provide examples of “variety” in planned learning activities.

- Provide examples that demonstrate meaningful, stimulating and challenging learning activities.

- How do you ensure that learning activities are congruent with the Outcomes in the Programs of Study?

- Describe (or provide examples) of how you ensure concept learning (KSA’s in context of curriculum concepts as opposed to isolated pieces).

- Example of a “teachable moment” (using a learning opportunity as it presented itself).

- Examples of integration of technology with instruction.

- Examples of how you promote opportunities for application of learning to the home, community, and broader environment.

- Examples of strategies employed to foster positive relationships with students.

E. Student Evaluation

- Written evaluation plans:

_____ complete _____ in progress

- Student achievement records:

_____ up-to-date _____ incomplete

- Examples of a variety of evaluation instruments.

- Examples of methods of communicating results to students & parents.

- Examples of helping students learn to diagnose their own learning needs.

- Examples of how student assessment results have guided your instructional practice.

F. Personal and Professional Attributes

- Examples of public relations in the community.

- Examples of promoting parental involvement.

- Participation in parent-teacher activities

- Examples of incorporating community resources.

- Examples of support to school sponsored activities.

- Examples of professional development activities & work with colleagues.
