

*Diocese of Sioux City
Professional Staff Evaluation*

Comprehensive/Summative Evaluation Form
TIERS I AND II

Teacher:	Folder #:
Evaluator:	Folder #:
School Name:	
Grade Level:	Subjects:
Year: 1 2 3	

Directions: In the narrative under each standard, the evaluator should incorporate and address each criterion. Contained in each section *may* be comments relating to the four levels at which teachers are meeting each criterion as determined in comparison to the “Teacher Reflection Guide” contained in the “Teacher Evaluation Handbook.” Absence of an indication should not be negatively interpreted.

1. DEMONSTRATES ABILITY TO ENHANCE ACADEMIC PERFORMANCE AND SUPPORT FOR AND IMPLEMENTATION OF THE SCHOOL SYSTEM’S STUDENT ACHIEVEMENT GOALS.

The teacher:

- a. Provides multiple forms of evidence of student learning and growth to students, families, and staff.
- b. Implements strategies supporting student, building, and system goals.
- c. Uses student performance data as a guide for decision making.
- d. Accepts and demonstrates responsibility for creating a classroom culture that supports the learning of every student.
- e. Creates an environment of mutual respect, rapport, and fairness.
- f. Participates in and contributes to a school culture that focuses on improved student learning.
- g. Communicates with students, families, colleagues, and communities effectively and accurately.

<p>Evidence to support attainment of or failure to meet standard:</p> 	<p style="text-align: center;">Check one:</p> <p style="text-align: center;">__Meets Standard.</p> <p style="text-align: center;">__Does not meet Standard.</p>
--	---

Additional documentation/artifacts applicable to this standard are attached as Appendix A-1.

2. DEMONSTRATES COMPETENCE IN CONTENT KNOWLEDGE APPROPRIATE TO THE TEACHING POSITION.

The teacher:

- a. Understands and uses key concepts, underlying themes, relationships, and different perspectives related to the content area.
- b. Uses knowledge of student development to make learning experiences in the content area meaningful and accessible for every student.
- c. Relates ideas and information within and across content areas.
- d. Understands and uses instructional strategies that are appropriate to the content area.

Evidence to support attainment of or failure to meet standard:	Check one: __Meets Standard. __Does not meet Standard.
---	--

Additional documentation/artifacts applicable to this standard are attached as Appendix A-2.

3. DEMONSTRATES COMPETENCE IN PLANNING AND PREPARING FOR INSTRUCTION.

The teacher:

- a. Uses student achievement data, local standards and the system curriculum in planning for instruction.
- b. Sets and communicates high expectations for social, behavioral, and academic success of all students.
- c. Uses student developmental needs, background, and interests in planning for instruction.
- d. Selects strategies to engage all students in learning.
- e. Uses available resources, including technologies, in the development and sequencing of instruction.

Evidence to support attainment of or failure to meet standard:	__Meets Standard. __Does not meet Standard.
---	--

Additional documentation/artifacts applicable to this standard are attached as Appendix A-3.

4. USES STRATEGIES TO DELIVER INSTRUCTION THAT MEETS THE MULTIPLE LEARNING NEEDS OF STUDENTS.

The teacher:

- a. Aligns classroom instruction with local standards and system curriculum.
- b. Uses research-based instructional strategies that address the full range of cognitive levels.
- c. Demonstrates flexibility and responsiveness in adjusting instruction to meet student needs.
- d. Engages students in varied experiences that meet diverse needs and promote social, emotional, and academic growth.
- e. Connects students' prior knowledge, life experiences, and interests in the instructional process.
- f. Uses available resources, including technologies, in the delivery of instruction.

Evidence to support attainment of or failure to meet standard:	__Meets Standard. __Does not meet Standard.
---	--

Additional documentation/artifacts applicable to this standard are attached as Appendix A-4.

5. USES A VARIETY OF METHODS TO MONITOR STUDENT LEARNING.

The teacher:

- a. Aligns classroom assessment with instruction.
- b. Communicates assessment criteria and standards to all students and parents.
- c. Understands and uses the results of multiple assessments to guide planning and instruction.
- d. Guides students in goal setting and assessing their own learning.
- e. Provides substantive, timely, and constructive feedback to students and parents.
- f. Works with other staff and building and system leadership in analysis of student progress.

Evidence to support attainment of or failure to meet standard:	__Meets Standard. __Does not meet Standard.
---	--

Additional documentation/artifacts applicable to this standard are attached as Appendix A-5.

6. DEMONSTRATES COMPETENCE IN CLASSROOM MANAGEMENT.

The teacher:

- a. Creates a learning community that encourages positive social interaction, active engagement, and self-regulation for every student.
- b. Establishes, communicates, models and maintains standards of responsible student behavior.
- c. Develops and implements classroom procedures and routines that support high expectations for learning.
- d. Uses instructional time effectively to maximize student achievement.
- e. Creates a safe and purposeful learning environment.

Evidence to support attainment of or failure to meet standard:	__Meets Standard. __Does not meet Standard.
---	--

Additional documentation/artifacts applicable to this standard are attached as Appendix A-6.

7. ENGAGES IN PROFESSIONAL GROWTH.

The teacher:

- a. Demonstrates habits and skills of continuous inquiry and learning.
- b. Works collaboratively to improve professional practice and student learning.
- c. Applies research, knowledge, and skills from professional development opportunities to improve practice.
- d. Establishes and implements professional development plans based upon the teacher needs aligned to the Iowa Teaching Standards and system/building student achievement goals.

Evidence to support attainment of or failure to meet standard:	__Meets Standard. __Does not meet Standard.
---	--

Additional documentation/artifacts applicable to this standard are attached as Appendix A-7.

8. FULFILLS PROFESSIONAL RESPONSIBILITIES ESTABLISHED BY THE SCHOOL SYSTEM.

The teacher:

- a. Adheres to board policies, system procedures, and contractual obligations.
- b. Demonstrates professional and ethical conduct as defined by state law and individual system policy.
- c. Contributes to efforts to achieve system and building goals.
- d. Demonstrates an understanding of and respect for all learners and staff.
- e. Collaborates with students, families, colleagues, and communities to enhance student learning.

Evidence to support attainment of or failure to meet standard:	__Meets Standard. __Does not meet Standard.
---	--

Additional documentation/artifacts applicable to this standard are attached as Appendix A-8.

9. Demonstrates ability to enhance, support, and implement the school’s mission as a Catholic School.

The teacher:

- a. Adheres to the Diocesan Administrative Manual and the school handbook.
- b. Models the mission of _____ Catholic School.
- c. Establishes and implements prayer time throughout the day.
- d. Creates a faith-filled learning environment.
- e. Demonstrates knowledge of the Catholic Faith.

Evidence to support attainment of or failure to meet standard:	__Meets Standard. __Does not meet Standard.
---	--

Additional documentation/artifacts applicable to this standard are attached as Appendix A-9.

The teacher is a Tier I/ Beginning Teacher.

The teacher meets or exceeds all nine Diocesan/Iowa Teaching Standards and is recommended for a standard license.

The teacher fails to meet all nine Diocesan/Iowa Teaching Standards and is not recommended for a standard license.

Evaluator's Signature: _____ Date: _____

Evaluation Period: _____

Teacher's Signature: _____ Date: _____

Signature of the teacher does not indicate that the teacher agrees with the content, only that he/she has received a copy.

Tier II

The teacher meets or exceeds all nine Diocesan /Iowa Teaching Standards.

The teacher fails to meet all nine Diocesan/Iowa Teaching Standards.

Evaluator's Signature: _____ Date: _____

Evaluation Period: _____

Teacher's Signature: _____ Date: _____

Signature of the teacher does not indicate that the teacher agrees with the content, only that he/she has received a copy.