

FORM 1 - EVALUATION GOALS & FINAL REFLECTION

NAME	TEACHER STATUS
COURSE/SUBJECT/GRADE LEVEL	(mark as many as apply)
SCHOOL/DEPARTMENT	<input type="checkbox"/> New
SCHOOL YEAR	<input type="checkbox"/> Teacher Induction Program
	<input type="checkbox"/> Intermediate
	<input type="checkbox"/> Experienced
	<input type="checkbox"/> Transition in Assignment

- **New Certificated** (one to two years in the district) develop six (6) goals aligned to each CSTP - Due September 30
- **Intermediate Certificated** (three to six years of experience in the profession with tenure) develop at least three (3) goals aligned to the CSTPs – Due September 30
- **Experienced Certificated** (seven or more years of experience in profession with tenure) develop at least two (2) goals aligned to the CSTPs –Due September 30
- **Transition in Assignment** (changing grade levels, subject area or sites) use Form 1 to list goals or objectives to aid in strengthening instructional competence in a new or different teaching assignment - Due September 30

<p>SMART Goal(s) (Specific, Measurable, Attainable, Relevant and Time-Bound, promote student learning and/or instructional leadership)</p> <p><u>TK-5 teachers develop one outcome based SMART goal in an area: Math or English Language Arts (ELA). An additional goal may be written in another content area.</u></p> <p><u>Teachers, grades 6-12 develop one outcome based SMART Goal focused on student achievement (CSTP 5).</u></p> <p>Sample - Based on (MAP and Compass Learning) data analysis with a focus on the (weakest strand in Mathematics), I will provide a (specific instructional strategy) for (100 %) of my students to increase (math) scores in the (weakest strand) by (5%).</p>
<p>CSTP Goals/Objectives – Develop additional process focused goals aligned to the CSTPs 1, 2, 3, 4 and 6.</p>
<p>Evaluation Criteria (How will the goals be evaluated?)</p> <p>Questions to ask to develop evaluation criteria. How will I monitor student achievement? What will I use to measure the impact of my teaching on students? What data will I show the evaluator?</p>

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Action Plan (Meetings with administration, peer observation, support providers, etc.)

If an experienced teacher's last name starts with A-M, the evaluation process will be completed during the 2012-2013, 2014-2015 school years. If the last name starts with N-Z the evaluation process will be completed during the 2013-14, 2015-2016 school years. Experienced teachers may select either a series (3 informal observations) or one formal observation as the observation cycle.

As an experienced teacher I select the following observation cycle.

- Series of Observations

- One Formal Observation

New Certificated - 1ST OBSERVATION due 10/30, 2ND OBSERVATION due 12/14, SUMMATIVE EVALUATION due March 1, 3RD OBSERVATION 4/15

Intermediate Certificated – ONE OBSERVATION due 12/1, SUMMATIVE EVALUATION due May 1

Experienced Certificated – ONE OBSERVATION OR A SERIES OF INFORMAL OBSERVATIONS due 2/15, SUMMATIVE EVALUATION due May 1.

Evaluator's Signature _____ Date _____ Evaluatee's Signature _____
Date _____

SUMMATIVE EVALUATION OF GOALS AND REFLECTION

Completed by employee and supervisor at the end of employee's yearly evaluation timeline.

SMART Goal – Student Achievement (30%)

Summarize the extent and degree to which you accomplished your SMART goal, and explain the outcomes. Specify how your teaching strategies impacted student achievement. **Provide supporting documentation.**

Goals – CSTPs (70%)

Summarize the extent and degree to which you accomplished your goal(s), and explain the outcomes. Specify how your professional practice improved.

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EMPLOYEE'S PLANS FOR SUBSEQUENT GROWTH Share future goals, professional development, etc.
OVERALL REFLECTION Reflect upon and state the extent and degree that this evaluation process enhanced your professional growth.
EVALUATOR'S OVERALL COMMENTS RELATING TO PERFORMANCE
SMART Goal (30%) – Commendable (2), Satisfactory (1), Unsatisfactory (0) - TOTAL SCORE _____ (Cite documentation provided by employee. Include needs improvement/unsatisfactory areas.)
Goals - CSTPs (70%) – Emerging (1), Exploring (2), Applying (3), Integrating (4), Innovating (5) - TOTAL AVERAGE SCORE _____ Based on evidence, the evaluator establishes an overall CTP level for each of the six CSTPs. Each CTP level for each CSTP is averaged to equal the total score for the CSTPs.
SMART Goal (30%) – TOTAL SCORE _____ Goals - CSTPs (70%) – TOTAL SCORE _____ Overall Total Score _____ At this time, the formula/metric for this calculation will be developed by June 30, 2014.
EVALUATOR'S OVERALL COMMENTS RELATING TO PERFORMANCE (Include needs improvement/unsatisfactory areas.)
PLAN FOR IMPROVEMENT AS RELATED TO UNSATISFACTORY PERFORMANCE Use this box only if the summative findings are Unsatisfactory (Does Not Meet Standard)
<input type="checkbox"/> The summative findings of this evaluation indicate an overall rating of satisfactory performance. <input type="checkbox"/> The summative findings of this evaluation indicate an overall rating of unsatisfactory performance.
A copy of this document will be placed in the employee's personnel file. The employee shall have a right to respond in writing to this evaluation. This response shall be attached to the evaluation prior to it being placed in your personnel file. If received within ten (10) working days after the receipt of the evaluation. If received after ten (10) days, it will be added to the personnel file when received by the District.

Evaluator's Signature _____ Date _____ Evaluatee's Signature _____ Date _____