

FORM 1 - EVALUATION GOALS & FINAL REFLECTION

NAME	TEACHER STATUS (mark as many as apply)
COURSE/SUBJECT/GRADE LEVEL	<input type="checkbox"/> Temporary <input type="checkbox"/> Improvement Plan
SCHOOL/DEPARTMENT	<input type="checkbox"/> Probationary (Year 1) <input type="checkbox"/> PAR Year 1
SCHOOL YEAR	<input type="checkbox"/> Probationary (Year 2) <input type="checkbox"/> PAR Year 2
	<input type="checkbox"/> Intermediate (3-6 years)
	<input type="checkbox"/> Experienced (7+ years)
	<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) instructional competence in a new or different teaching assignment - Due September 30

List **SMART Goal(s)** (Specific, Measurable, Attainable, Relevant and Time-Bound)

Demonstrate Measurable Student Progress in a Critical Skill/Promote student learning (CSTP 5)

- TK-5 teachers develop one **outcome based** SMART goal in either Math or English Language Arts (ELA). An additional goal may be written in another content area.
- Teachers, grades 6-12 develop one **outcome based** SMART Goal focused on student achievement in a subject matter area

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%).

CSTP 5 SMART Goal:

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List additional goals aligned to the CSTPs 1, 2, 3, 4, and 6.

Action Plan: What steps will you take to reach each goal?

Evaluation Criteria (How will the goals be evaluated?)

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?

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If an experienced teacher's last name starts with A-M, the evaluation process will be completed during school years beginning with an even number (i.e. 2016-17). If the last name starts with N-Z the evaluation process will be completed during school years beginning with an odd number (i.e. 2017-18).

The experienced teacher evaluatee and evaluator mutually agree on the following observation cycle.

- Series of Three (3) Informal Observations

- One Formal Observation

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

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 _____

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END OF YEAR PREPARATION FOR FINAL GOALS MEETING

CSTP 5 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.**

CSTP 1,2,3,4, and 6 Goals (70%): Summarize the extent and degree to which you accomplished your goal(s), and explain the outcomes. Specify how your professional practice improved.

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.

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EVALUATOR'S SUMMARY EVALUATION

CSTP 5 Goal: Student Achievement (30%) _____ Satisfactory _____ Unsatisfactory

Cite evidence and accomplishments provided by employee and/or observed by the evaluator. Did students make measureable progress in a critical skill?

Goal based on CSTPs 1,2,3,4, and 6 (70%) _____ Satisfactory _____ Unsatisfactory

Cite evidence and accomplishments provided by employee and/or observed by the evaluator.

EVALUATOR'S OVERALL COMMENTS RELATING TO GOALS/PERFORMANCE

____ The summative findings of this evaluation indicate an overall rating of satisfactory performance.

____ The summative findings of this evaluation indicate an overall rating of unsatisfactory performance. FORM 3: PLAN FOR IMPROVEMENT AS RELATED TO UNSATISFACTORY PERFORMANCE MUST BE ATTACHED TO THIS FORM.

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 the employee's personnel file if received within ten (10) working days after the receipt of the evaluation. If response is received more than ten (10) days after receipt of the evaluation, it will be added to the personnel file when received by the District.

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