



BARGAINING UNIT MEMBER EVALUATION FORM

NAME _____ SCHOOL _____ SCHOOL YEAR _____

ASSIGNMENT _____ PROBATIONARY PERMANENT TEMPORARY RECOMMENDED FOR TENURE YES NO

INSTRUCTIONS: Print one of the following ratings for each factor: Unsatisfactory (U), Needs Improvement (N), Meets District Standards (M); Exceeds District Standards (E). Descriptors are available and must be used as a reference to establish ratings for each area (excepting #s 33 and 34). Ratings of U or N must be accompanied by specific suggestions for improvement. Comments are encouraged for ratings of M and E.

FACTORS	RATING (U, N, M, E)	COMMENTS (Use additional pages if needed)
STANDARD 1: Engaging and Supporting All Students in Learning		
The teacher:		
1. connects students' prior knowledge, life experience, and interests with learning goals		
2. uses a variety of instructional strategies and resources to respond to students diverse needs		
3. facilitates learning experiences that promote autonomy, interaction, and choice		
4. engages students in problem solving, critical thinking, and other activities that make subject matter meaningful		
5. promotes self-directed, reflective learning for all students.		

STANDARD 2: Creating and Maintaining Effective Environments for Student Learning		
The teacher:		
6. creates a physical environment that engages all students		
7. establishes a climate that promotes fairness and respect		
8. promotes social development and group responsibility		
9. establishes and maintains standards for student behavior		

10. plans and implements classroom procedures and routines that support student learning		
11. uses instructional time effectively		

STANDARD 3 Understanding and organizing Subject matter for Student Learning		
The teacher:		
12. demonstrates knowledge of subject matter content and student development		
13. organizes curriculum to support student understanding of subject matter		
14. interrelates ideas and information within and across subject matter areas		
15. develops student understanding through instructional strategies that are appropriate to the subject matter		
16. uses materials, resources, and technologies to make subject matter accessible to students		

STANDARD 4 Planning Instruction and Design Learning Experiences for All Students		
The teacher:		
17. draws on and values students' backgrounds, interests, and developmental learning needs		
18. establishes and articulates goals for student learning		
19. develops and sequences instructional activities and materials for student learning		
20. designs short-term and long-term plans to foster student learning		
21. modifies instructional plans to adjust for student needs		

STANDARD 5 Assessing Student Learning		
The teacher:		
22. establishes and communicates learning goals for all students		
23. collects and uses multiple sources of information to assess student learning		
24. involves and guides all students in assessing their learning		
25. uses the results of assessments to guide instruction		
26. communicates with students, families, and other audiences about student progress		

STANDARD 6 Developing as a Professional Educator		
The teacher:		
27. reflects on teaching practice and plans professional development		
28. establishes professional goals and pursues opportunities to grow professionally		
29. works with communities to improve professional practices		
30. works with families to improve professional practice		
31. works with colleagues to improve professional practice		

STANDARD 7 Student Progress towards the attainment of academic standards		
32. Students demonstrate progress towards the attainment of grade-level academic standards as evidenced by results from multiple performance measures		

STANDARD 8 Adjunct Duties		
The teacher:		
33. assumes adjunct duties as equitably assigned to the staff		
34. adheres to the rules and regulations of the school and District		

Analysis of student performance assessments takes into account mitigating factors such as student attendance, entry-level achievement, special program membership, and other measurable variables that influence student achievement.

Employees who receive nine (9) or more unsatisfactory ratings out of the 34 descriptors shall be rated as unsatisfactory overall.

Comments/Recommendations:

Teacher Comments:

OVERALL EVALUATION: **Unsatisfactory** **Needs Improvement** **Meets District Standards**

Evaluator's Signature

Date

Employee's Signature

Date