ANAHEIM CITY SCHOOL DISTRICT
Human Resources Department

**CERTIFICATED TEACHER EVALUATION**

Name: _____ Assignment: _____ School: _____

Status: ☐ Provisional/Emergency ☐ Temporary ☐ P-1 ☐ P-2 ☐ Permanent

Evaluator: _____ Position: _____ School Year: _____

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**Section 1: Professional Goals**

*This section to be completed by the classroom teacher in conjunction with the evaluator.*
1. Identify (first) professional goal
   _____

   a. Identify Teaching Standard of focus (CSTP):
   _____

   b. Include a plan of action for the fulfillment of the goal, including:
      i. Focus strategy
      _____

      ii. Resources or support needed
      _____

      iii. Indicators of success
      _____

2. Identify (second) professional goal
   _____

   a. Identify Teaching Standard of focus (CSTP):
   _____

   b. Include a plan of action for the fulfillment of the goal, including:
      i. Focus strategy
      _____

      ii. Resources or support needed
      _____

      iii. Indicators of success
      _____

_____ *Teacher initials that Certificated Teacher Evaluation form has been reviewed.*

Teacher Signature: _____ Date: _____

Supervisor Signature: _____ Date: _____

Certificated Teacher Evaluation Form 1A (7/1/2011)

| Section II:  Standards |
|---|

**Teaching Standard Indicators**

| PERMANENT STATUS | TEMPORARY OR PROBATIONARY STATUS |
|---|---|
| M   = Meets Standards | M    = Meets Standards |
| I    = Improvement Needed | I     = Improvement Needed |
| DNM= Does Not Meet Standards | DNM= Does Not Meet Standards *(possible non-re-elect)* |

- ♦  DNM indicates greater than 50% of elements have been checked.
- ♦  M indicates that no more than 1 element has been checked.

**CALIFORNIA STANDARDS FOR THE TEACHING PROFESSION**
*Recommendations or assistance will be included when two or more areas of needed growth are checked for any standard.*

| **I.**   **Engaging and Supporting All Students in Learning** ☒ *Indicates an area of needed growth.* | Standard Indicator  (check one) M ☐    I ☐    DNM ☐ |
|---|---|

- ☐  I.1.   Using knowledge of students to engage them in learning.
- ☐  I.2.   Connecting learning to students' prior knowledge, backgrounds, life experiences, and interests.
- ☐  I.3.   Connecting subject matter to meaningful, real-life contexts.
- ☐  I.4.   Using a variety of instructional strategies, resources, and technologies to meet students' diverse learning needs.
- ☐  I.5.   Promoting critical thinking through inquiry, problem solving, and reflection.
- ☐  I.6.   Monitoring student learning and adjusting instruction while teaching.

*Recommendations or assistance to be provided:*

| **II.**   **Creating and Maintaining Effective Environments for Student Learning** ☒ *Indicates an area of needed growth.* | Standard Indicator  (check one) M ☐    I ☐    DNM ☐ |
|---|---|

- ☐  II.1.   Promoting social development and responsibility within a caring community where each student is treated fairly and respectfully.
- ☐  II.2.   Creating physical or virtual learning environments that promote student learning, reflect diversity, and encourage constructive and productive interactions among students.
- ☐  II.3.   Establishing and maintaining learning environments that are physically, intellectually, and emotionally safe.
- ☐  II.4.   Creating a rigorous learning environment with high expectations and appropriate support for all students.
- ☐  II.5.   Developing, communicating, and maintaining high standards for individual and group behavior.
- ☐  II.6.   Employing classroom routines, procedures, norms, and supports for positive behavior to ensure a climate in which all students can learn.
- ☐  II.7.   Using instructional time to optimize learning.

*Recommendations or assistance  to be provided:*

| **III.**   **Understanding and Organizing Subject Matter for Student Learning** | Standard Indicator  (check one) M ☐    I ☐    DNM ☐ |
|---|---|

☒ *Indicates an area of needed growth.*

- ☐ III.1. Demonstrating knowledge of subject matter, academic content standards, and curriculum frameworks.
- ☐ III.2. Applying knowledge of student development and proficiencies to ensure student understanding of subject matter.
- ☐ III.3. Organizing curriculum to facilitate student understanding of the subject matter.
- ☐ III.4. Utilizing instructional strategies that are appropriate to the subject matter.
- ☐ III.5. Using and adapting resources, technologies, and standards-aligned instructional materials, including adopted materials, to make subject matter accessible to all students.
- ☐ III.6. Addressing the needs of English learners and students with special needs to provide equitable access to the content.

*Recommendations or assistance to be provided:*

| **IV.** | **Planning Instruction and Designing Learning Experiences for All Students** ☒ *Indicates an area of needed growth.* | Standard Indicator (check one) M ☐   I ☐   DNM ☐ |
| --- | --- | --- |

- ☐ IV.1. Using knowledge of students' academic readiness, language proficiency, cultural background, and individual development to plan instruction.
- ☐ IV.2. Establishing and articulating goals for student learning.
- ☐ IV.3. Developing and sequencing long-term and short-term instructional plans to support student learning.
- ☐ IV.4. Planning instruction that incorporates appropriate strategies to meet the learning needs of all students.
- ☐ IV.5. Adapting instructional plans and curricular materials to meet the assessed learning needs of all students.

*Recommendations or assistance to be provided:*

| **V.** | **Assessing Students for Learning** ☒ *Indicates an area of needed growth.* | Standard Indicator (check one) M ☐   I ☐   DNM ☐ |
| --- | --- | --- |

- ☐ V.1. Applying knowledge of the purposes, characteristics, and uses of different types of assessments.
- ☐ V.2. Collecting and analyzing assessment data from a variety of sources to inform instruction.
- ☐ V.3. Reviewing data, both individually and with colleagues, to monitor student learning.
- ☐ V.4. Using assessment data to establish learning goals and to plan, differentiate, and modify instruction.
- ☐ V.5. Involving all students in self-assessment, goal setting, and monitoring progress.
- ☐ V.6. Using available technologies to assist in assessment, analysis, and communication of student learning.
- ☐ V.7. Using assessment information to share timely and comprehensible feedback with students and their families.

*Recommendations or assistance to be provided:*

| **VI.** | **Developing as a Professional Educator** ☒ *Indicates an area of needed growth.* | Standard Indicator (check one) M ☐   I ☐   DNM ☐ |
| --- | --- | --- |

- ☐ VI.1. Reflecting on teaching practice in support of student learning.
- ☐ VI.2. Establishing professional goals and engaging in continuous purposeful professional growth and development.
- ☐ VI.3. Collaborating with colleagues and the broader professional community to support teacher and student learning.
- ☐ VI.4. Working with families to support student learning.
- ☐ VI.5. Engaging local communities in support of the instructional program.
- ☐ VI.6. Managing professional responsibilities to maintain motivation and commitment to all students.
- ☐ VI.7. Demonstrating professional responsibility, integrity, and ethical conduct.

*Recommendations or assistance to be provided:*

| Other Qualities | Meets District Standards | Does Not Meet District Standards |
|---|---|---|
| **VII.**    **Human Relations and Communications** | | |
| 1   Works effectively and in a cooperative manner with fellow employees and other District staff. | ☐ | ☐ |
| 2   Works effectively and in a participatory manner with supervisor(s). | ☐ | ☐ |
| **VIII.**    **Other Rating Qualities** | | |
| 1   Adheres to the required terms and conditions of employment as outlined in collective bargaining agreement, administrative directives, Board policies, administrative regulations, and job description. | ☐ | ☐ |
| 2   Maintains a minimum of absences as reflected in records. | ☐ | ☐ |
| 3   Adheres to building hours. | ☐ | ☐ |
| 4   Shares in responsibility for operation of school program. | ☐ | ☐ |

**Summary of Professional Performance/Commendations:**

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**Overall Performance Rating**

    ☐ **Satisfactory**       ☐ **Improvement Needed**       ☐ **Does Not Meet Standard**

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| TEMPORARY OR PROBATIONARY STATUS *ONLY* | |
|---|---|
| ☐   **Preliminary Evaluation** | ☐   **Final Evaluation** |
| Employment Status<br>☐   Continued service recommended<br>☐   Continued service with assistance plan<br>☐   Unsatisfactory  (possible non-re-elect) | Employment Status<br>☐   Continued service recommended<br>☐   Continued service with assistance plan<br>☐   Unsatisfactory  (non-re-elect) |

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*Teacher's signature indicates that the evaluation has been read and discussed. It does not necessarily indicate agreement with the evaluation. In the event of any disagreement regarding this report, the employee has the right to present his/her point of view by submitting a response within ten (10) days to the evaluator.*

Teacher Signature: _____    Date: _____

Evaluator Signature: _____    Date: _____