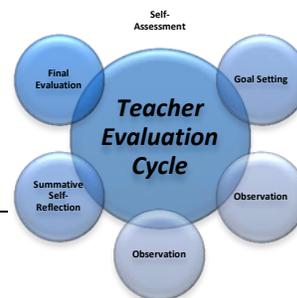


Teacher Evaluation: SELF-EVALUATION & GOAL SETTING

Teacher Name: _____ Building: _____ Date(s): _____



WA State Criterion: Circle/ highlight the criterion AND component you are working on.

- 1. Centering instruction on high expectations for student achievement.**

1.1. Providing clear learning goals and scales (rubrics)	1.2. Celebrating success	1.3. Understanding students' interests and backgrounds	1.4. Demonstrating value and respect for low expectancy students
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- 2. Demonstrating effective teaching practices.**

2.1. Interacting with new knowledge	2.2. Organizing students to practice and deepen knowledge	2.3. Organizing students for cognitively complex tasks	2.4. Asking questions of low expectancy students	2.5. Probing incorrect answers with low expectancy students	2.6. Noticing when students are not engaged	2.7. Using and applying academic vocabulary	2.8. Evaluating effectiveness of individual lessons and units
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- 3. Recognizing individual student learning needs and developing strategies to address those needs.**

3.1. Effective scaffolding of information within lessons	3.2. Planning and preparing for the needs of all students	SG 3.1 Establish student growth goal(s)	SG 3.2 Achievement of student growth goal(s)
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- 4. Providing clear and intentional focus on subject matter content and curriculum.**

4.1. Attention to established content standards	4.2. Use of available resources and technology
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- 5. Fostering and managing a safe, positive learning environment.**

5.1. Organizing the physical layout of the classroom	5.2. Reviewing expectations to rules and procedures	5.3. Demonstrating "withitness"	5.4. Applying consequences for lack of adherence to rules and procedures	5.5. Acknowledging adherence to rules and procedures	5.6. Displaying objectivity and control
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- 6. Using multiple student data elements to modify instruction and improve student learning.**

6.1. Designing instruction aligned to assessment	6.2. Using multiple data elements	6.3. Tracking student progress	SG 6.1 Establish student growth goal(s)	SG 6.2 Achievement of student growth goal(s)
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- 7. Communicating and collaborating with parents and the school community.**

7.1. Promoting positive interactions about students and parents – courses, programs and school events	7.2. Promoting positive interactions about students and parents – timeliness and professionalism
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- 8. Exhibiting collaborative and collegial practices focused on improving instructional practice and student learning.**

8.1. Seeking mentorship for areas of need or interest	8.2. Promoting positive interactions with colleagues	8.3. Participating in district and school initiatives	8.4. Monitoring progress relative to the professional growth and development plan	SG 8.1 Establish team student growth goal(s)
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Teacher Evaluation: GOAL SETTING



Goal Statement #1:

Based on Criterion 2 and Elements 2.3, 2.7, and 2.8 I will:

ACTION(S) I need to take to achieve my goal statement:

EVIDENCE(S) I need to show to achieve my goal statement:

Student Growth Goal #1:

Using multiple data elements to modify instruction and improve student learning, my

ACTION(S) I need to take to achieve my goal statement:

EVIDENCE(S) I need to show to achieve my goal statement:

Goal Statement #2: (For those on Comprehensive Evaluation)

My goal is to...

ACTION(S) I need to take to achieve my goal statement:

EVIDENCE(S) I need to show to achieve my goal statement:

Teacher's Signature:

Evaluator's Signature:

Date:

Teacher Evaluation: GOAL SETTING



Goal Setting Conference GUIDING QUESTIONS

General Questions:

- Based on your Self-Assessment and any school/district initiatives, what goals do you have for the year? (One goal must address Student Growth.)
- Why did you choose that goal?
- What activities/action will you use to accomplish that goal?
- What evidence will you use to know that you're making progress toward accomplishing your goal?
- What is your timeline? How will you monitor your progress? (EX: Goal Setting IMPLEMENTATION CALENDAR)
- What activities will you implement to accomplish your goal?
- What artifacts (supporting documents) might you attach to demonstrate progress towards your goal?

Student Growth:

- What class/content area will be the context of your student growth goal?
- What informed your decision to focus on this particular class/content area?
- What classroom assessments do you feel are reliable measures of student achievement in the selected class/content area? (School-wide assessments? District-wide assessments? Other assessments?)
- What student sub-groups (Special Education, ELL, Poverty, Race/Ethnicity, etc.) will be included in your student growth goal?

Example Goal

Goal:

Based on Criterion 6 and elements 6.1, 6.2, and 6.3, I will (6.1) communicate clear daily learning targets, (6.2) use multiple data elements, and (6.3) track student progress SO THAT students know what to expect on assessments, students are engaged in different instructional activities, and students use learning logs to reflect daily about learning.

Action Steps/ Target Dates:

1. *I will collaborate with peers to see what grouping practices have been previously used successfully (ongoing).*
2. *I will attend an ESD Marzano-based workshop about practicing and deepening new knowledge (Oct./Feb.).*
3. *I will study the pertinent chapter of Marzano's Classroom Strategies that Work (Jan.).*
4. *I will incorporate this strategy into my teaching (minimum of once per week).*

Evidence/ Measures:

1. *Use common assessments designed by my collaborative team to assess student learning.*
2. *Modify my assessments based on previous scores of students.*
3. *Chart the progress of my entire class on a learning goal.*

Student Growth Goal Example

*Using multiple data elements to modify instruction and improve student learning, MOST of my 9th grade ELA class will show evidence of growth in their **ability to determine the meaning of words and phrases as they are used in text, including figurative and connotative meanings** BY USING the ELA interim assessment blocks and my own in-class, summative assessment two times a year.*