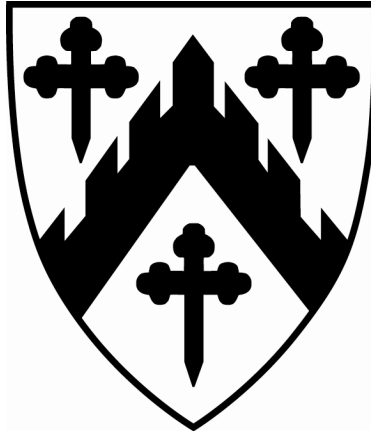


Davenport Diocese



Teacher Evaluation Handbook

for

Tier I

Tier II

Tier III

July 2005

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MISSION STATEMENT

The Diocese of Davenport will foster the faith formation and spiritual growth of all persons based on standards of academic excellence which are rooted in Gospel values and Catholic Church teachings and celebrations so that faith becomes living, conscious, and active.

Therefore,

- All faith formation opportunities (parish, school, family) exist to teach and live the Gospel message of Jesus Christ
- Parents are the primary educators, and the parish and school are partners with parents in the faith formation and spiritual development of their children/adolescents
- Each person, regardless of race, cultural heritage, age or sex, will be provided with a warm, caring environment which fosters self-esteem, and helps to develop talents, skills and interests according to individual learning abilities
- The content of all faith formation opportunities within the diocese shall follow the curriculum guidelines set forth by the Diocese of Davenport, the Documents of Vatican II, and the Catechism of the Catholic Church
- All individuals appreciating the value of human dignity for themselves and others come together in liturgical celebration, and are called forth to establish a peace-filled, just, global society

VISION

The Diocese of Davenport will continue to base expectations of student learning on rigorous standards of academic excellence which address each child's developmental needs, are rooted in Gospel values and Catholic Church teachings.

ACKNOWLEDGMENTS

Schools:

City	Representative	School
Davenport	Carmine Draude	Assumption High School
Davenport	Chad Steimle	John F. Kennedy Catholic School
Davenport	Dan Ryan	St. Paul the Apostle Catholic School
Davenport	Mike Morgan	All Saints Catholic School
	Denise Tatoian	

Diocesan Staff:

City	Representative	Department
Davenport	Mary Wieser	Director of Faith Formation and Education/Superintendent of Schools
Davenport	Virginia Trujillo	Pastoral Services

Community:

City	Representative	Department
Bettendorf	Maggie VanFossen Lloyd Kilmer	Mississippi Bend AEA

We are grateful to the competent and dedicated committee members who gave generously of their time and energy.

TEACHER EVALUATION PROCESS REQUIRED COMPONENTS

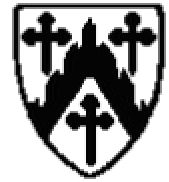
- **Use of Iowa Teaching Standards for both beginning teachers and career teachers**
- **Comprehensive Evaluation for beginning teachers**
- **Performance Review for career teachers at least once every three years**
- **Development of an Individual Career Development Plan by a career teacher in consultation with the evaluator**
- **Annual meeting between the evaluator and the teacher to discuss the progress on the career development plan**
- **Provision of intensive assistance for career teachers who are not meeting the Diocesan/Iowa Teaching Standards**
- **Trained evaluators**

KEY TIMELINE

- **September 2004:** Incorporate District Career Development Plan into CSIP
- **July 2005:** Local teacher evaluation system revised
- **2005-2006 School Year:**
 1. Begin implementation of performance reviews of non-beginning teachers.
 2. Begin implementation of Individual Teacher Career Development Plans.
 3. Implement an Intensive Assistance program for career teachers not meeting the Diocesan/Iowa teaching standards.

Davenport Diocese Professional Learning Community
Vision and Beliefs: *The Theory Behind the Plan*

We are a professional learning community totally focused on teaching, learning, and spiritual development.



The Diocese of Davenport Belief Statements

- The teacher evaluation system should be manageable for all stakeholders, have longevity, and be implemented consistently throughout the Diocese.
- The relevance of the teacher evaluation program will be qualitative and quantitative, purposeful, and productive. The evaluation program will improve teacher performance and ultimately, student learning.
- Improved student learning will result with ongoing teacher self-reflection on instructional practices.
- The evaluation system will have clearly defined expectations, timelines, and procedures.

In summary, our total **focus** is: Improved student learning through a focus on best practice instruction while increasing enthusiasm for learning.

“A school teaches in three ways: by what it teaches (rigor), by how it teaches (relevance),
and by the kind of place it is (relationships).”

– *Lawrence Downey*

Teacher Evaluation Overview Tiers I, II, and III

The purpose of the Professional Staff Evaluation is to provide a structured, supportive, and collaborative environment to promote professional development that will further the district's Comprehensive School Improvement Plan (CSIP) and enhance student achievement. The procedures, processes, and relationships established and supported within the system should also help staff develop professionally and personally, promote an environment that will encourage teachers and administrators to understand the importance and usefulness of evaluation, and support the practice of reflection and continuous professional development.

Overview

The evaluation system shall consist of formal and informal observations, artifact collection, and review of additional data gathered by the administrator.

During the first three years of employment with the Davenport Diocese, all beginning teachers will participate in Tier I of the Professional Staff Evaluation System. A primary purpose of Tier I is to generate usable and reliable data that will support making a decision to recommend for licensure a beginning teacher and will support the movement of the beginning teacher to the Tier II level. Upon successful completion of Tier I, teachers will be placed on Tier II Career Teacher of this system.

Staff new to the Davenport Diocese, but not new to the profession, will spend one year in a Tier II Probationary Career Teacher cycle. If a teacher transfers to a different school within the Diocese, the administrator has the option of placing the teacher on the Tier II Probationary Career status. They may be assigned to the Tier II Probationary Career teacher cycle for an additional year by their evaluator. Written notification of this decision will be provided to the employee by March 30. Upon successful completion of this cycle, the teacher will be placed on Tier II Career Teacher status.

Professional staff on Tier II will be involved in developing, implementing, and assessing Career Development Plans. During this three-year cycle, staff members will have conversations with the evaluator(s) about progress toward meeting the Iowa Teaching Standards and Criteria. The evaluator(s) will also conduct one formal observation of each staff member during Year 3 of the three-year cycle. Additional observations – informal and formal – may be conducted. A Comprehensive Evaluation will occur at the end of Year Three.

Definitions

1. *Comprehensive Evaluation* shall mean a summative evaluation of a Tier 1 or a Tier II Probationary Career teacher conducted by an evaluator for the purposes of determining a teacher's competency relative to the Iowa teaching standards. For Tier 1 teachers, the *Comprehensive Evaluation* will also be used for recommendation for licensure.
2. *Performance Review* shall mean a summative evaluation of a teacher other than a Tier 1 or Tier II Probationary Career teacher used to determine the teacher's practice meets Diocesan school expectations and the Diocesan/Iowa teaching standards.
3. *Tier 1, Beginning Teacher*, shall mean an individual serving under an initial provisional license, issued by board of educational examiners under charter 272 who is assuming a position as a classroom teacher.
4. *Tier II Probationary Career Teacher* shall mean an individual who holds a valid practitioner's license but has served less than one year in the Diocese.
5. *Career Teacher* means an individual who holds a valid practitioner's license and who has been employed in the Diocese for more than one year.
6. *Formal Observation* shall mean the observation of a teacher's performance, as outlined in the process on page 7.
7. *Informal Observation* shall mean the unannounced observation of a teacher's performance.
8. *Teacher* means an individual holding a practitioner's license issued under chapter 272, who is employed in a non-administrative position as a teacher, librarian, or counselor.

If an evaluator determines, at any time, as a result of a teachers' performance, that the teacher is not meeting Diocesan expectations under the Iowa Teaching Standards and Criteria, and any other standards and criteria established by the Diocese, the evaluator shall recommend the teacher participate in Tier III, an intensive assistance program and notify the superintendent of this action.

Principals need to be aware of the timelines in the Catholic Educator's Handbook in the event of a recommendation for non-renewal.

Tier I, II, III Notification

The professional growth process includes three tiers:

- Tier I: Beginning Teacher
- Tier II: Probationary Career Teacher and Career Teacher
- Tier III: Intensive Assistance Cycle

By September 30th of each school year, a member of the administrative staff shall acquaint employees with the evaluation procedures, criteria, and instruments. An employee starting work after the beginning of the school year shall be given such notification no later than one (1) week prior to the first formal evaluation.

Tier I, II, and III

Observation of work performance of a teacher shall be conducted openly. A copy of the Post-Observation Reflection Form shall be given to the principal within 5 working days of the observation. A conference shall be held between the principal and the teacher within ten days of the observation. This time may be extended by mutual agreement. The teacher shall sign the evaluator's copy acknowledging receipt of the teacher's copy. The teacher's signature on the evaluation form shall be understood to indicate his or her awareness of the material but in no instance shall said signature be interpreted to mean agreement with content of the material.

The teacher shall have the right to submit a written response regarding any aspect of the formal observation evaluation. The written response shall be made on the form provided by the Diocese (see page 22) and shall be submitted within two (2) working days of the conference. Any material, including written complaints, used for evaluation purposes shall not be placed in the teacher's personnel file without the employee's knowledge.

Note: A staff member's participation in any phase of the evaluation process does not mean that an administrator may not visit that staff member's classroom or observe sessions conducted by the staff member. Administrators will continue to monitor the performance of all staff and will address concerns with staff members as they arise.

Tier I

Tier I: Beginning Teacher Evaluation

The purpose of the Tier I Cycle is to assist beginning teachers in becoming a contributing member of the Davenport Diocese teaching staff. Focused upon the first three years of employment, it shall include the following components: informal mentoring, classroom observations, and evidence of meeting the Diocesan/Iowa Teaching Standards and Criteria for purposes of licensure.

Tier I: Classroom Observations

Tier I teachers will be formally observed by a licensed evaluator at least two times at mutually agreed upon times. These observations will include a pre-conference and a feedback conference. One of these observations will be of an extended duration as defined in the formal observation process. These formal observations and a summative report will be completed no later than 30 March of each contract year.

Formal Observation Process for Tiers I, II, and III

1. Formal observations shall include pre- and post-observation conferences that will be scheduled for dates and times mutually agreeable to the staff member and the evaluator(s). For staff members in Tier I, the evaluator(s) shall conduct a minimum of two formal observations in each of the first three years before March 30. In the event that a recommendation for non-renewal is going to be made, refer to the Catholic Educator's Handbook for procedures to be followed. For staff members in Tier II, the evaluator(s) shall conduct a minimum of one formal observation during year three of a three-year cycle.
2. The formal observation process shall consist of:
 - a) Pre-Observation Conference
 - i. The pre-observation conference is the opportunity for the professional staff member and evaluator(s) to provide each other with information that will be helpful to the observation process.
 - ii. At or before the pre-observation conference, the staff member will submit the completed Pre-Observation Form for the session to be observed. (See page 19)
 - iii. At this pre-observation conference, the staff member may submit other artifacts or planning data.
 - b) Observation
 - i. During the observation, the evaluator will gather data that is descriptive of the teaching/learning situation.
 - ii. Standards and criteria used during the observation will be the Diocesan/Iowa Teaching Standards and Criteria with focus on: Standard 2 - Content Knowledge; Standard 3 - Planning and Preparation; Standard 4 - Delivery of Instruction; Standard 5 - Monitoring Student Learning; Standard 6 - Classroom Management; and Standard 9 - Faith Community Member.
 - iii. All formal observations will be of sufficient length to observe the lesson/entire session agreed upon for observation. Formal observations will be conducted openly with the full knowledge of the staff member.
 - iv. In order to gain the most solid sense of a staff member's expertise and to provide the best support for professional growth, at least one formal observation during Tier I will be an extended duration (2-3 hours or longer at the elementary level and observations of the same class period extended over two to three sequential days at the secondary level).
 - c) Post-Observation Conference
 - i. The post-observation conference is an open and honest discussion of the observation between the professional staff member and the evaluator(s).
 - ii. The post-observation conference will be held within ten working days of the observation or later if mutually agreed upon.
 - iii. During the post-observation conference, or within ten working days after that conference, the evaluator(s) will provide brief written feedback to the staff member based on the Iowa Teaching Standards and Criteria.

- iv. At the post-observation conference, the staff member will submit a completed Post-Observation Form and may submit additional artifacts or data to assist in a review of the lesson/session observed. (see page 21)

Professional Portfolio

(See pages 12-16 for Tier I Portfolio Requirements)

1. Teachers holding the initial license will create and maintain a professional portfolio in preparation for the comprehensive/summative evaluation. The professional portfolio serves as a catalyst for substantive growth in areas of teaching, philosophy, methods, and goals. These portfolios will provide the evaluator with concise, selective, evidence-based information from a variety of sources. Portfolios can also provide the beginning teacher with an individual, credible, and factual document for the purpose of evaluation and feedback. The evaluator(s) and the teacher will review the portfolio at scheduled conferences.
2. Teachers new to the Davenport Diocese, but not new to the profession, will create and maintain a professional portfolio in preparation for the comprehensive/summative evaluation.

Additional Data and Input

Informal or unannounced observations and other informal input may be used to provide additional data in the evaluation process. Other information may include (but is not limited to) observations of the staff member's interactions with students, parents, or other staff members, professional involvement, management of conferences, work on committees, interactions with community agencies, participation in staff meetings or work on teams with fellow staff members. All data and input that is gained from other sources will be made known to the staff member.

Informal Mentoring Program

1. Teachers who hold an initial license will be assigned a staff member to mentor them informally during the first two years of employment.
2. Teachers new to the Davenport Diocese, but not new to the profession, will be assigned a staff member to mentor them their first year of employment.

Comprehensive/Summative Evaluation Overview for Tiers I and II

1. For teachers with an initial license, the Comprehensive/Summative Evaluation Form (see pages 23 – 26) must include the administrator's licensure recommendation.
2. For teachers new to the Davenport Diocese, but not new to the profession, the Comprehensive/Summative Evaluation will be based on the staff member's overall performance in meeting the Diocesan/Iowa Teaching Standards and Criteria, as well as information collected during the continuous assessment of the staff member's overall performance throughout the first year.
3. For Tier II teachers, the Comprehensive/Summative Evaluation will be based on the teacher's overall performance in meeting the Diocesan/Iowa Teaching Standards and Criteria and the Individual Career Development Plan, (see page 29) as well as information collected during the continuous assessment of their performance throughout the three-year cycle.
4. Prior to the filing of the Comprehensive/Summative Evaluation, the evaluator(s) and teacher will have a final conference to review the evaluation. The teacher will sign and receive a copy of the evaluation. The teacher's signature indicates that he/she and the evaluator(s) have discussed the evaluation together. It does not necessarily mean that the teacher agrees with all ratings or remarks contained in the evaluation. The evaluator will maintain a copy of this evaluation in the teacher's personnel file.
5. The teacher may, if he/she wishes, submit a "rebuttal" to the summary evaluation document (see page 22). This "rebuttal" must be in writing and must be submitted to the evaluator(s) within ten school days following the summative evaluation.
6. The following are relevant evaluation materials that must be in the beginning teacher's personnel file: a completed Tier I Comprehensive/Summative Evaluation form (and, if created, the teacher's "rebuttal" document). A Tier II probationary career teacher and a Tier II career teacher will have placed in his/her file: a completed Tier II Comprehensive/Summative Evaluation form (and, if created, the teacher's "rebuttal" document).

TIER I CYCLE CALENDAR

Year One:

Written notification of the evaluation process by administration (by September 30)

Meeting with evaluator(s) to discuss procedures (by September 30)

Observation by evaluator(s) (Prior to March 30)

Pre-observation conference

Observation

Post-observation conference and review of evidence collection

Observation by evaluator(s) (extended length) (prior to March 30))

Pre-observation conference

Observation

Post-observation conference and review of evidence collection

Collection of evidence (on-going)

Participation in the mentor program (on-going)

Year Two and Year Three:

Two Formal Observations by evaluator(s), one may be of extended length (prior to March 30)

Pre-observation conference

Observation

Post-observation conference and review of evidence collection

Collection of evidence (on-going)

Portfolio completion (prior to February 1 of year 2)

Participation in the mentor program (on-going)

Tier I Comprehensive/Summative Evaluation by evaluator(s) (by May 15)

Must have demonstrated the ability to meet the Iowa Teaching Standards & Criteria

Note – Principals need to be aware of the timelines in the Catholic Educators' Handbook in the event of a recommendation for non-renewal.

TIER I PORTFOLIO BASIC REQUIREMENTS

Pre-Observation Forms

- ◆ Sets and communicates high expectations 3b
- ◆ Uses students' developmental needs, backgrounds and interests in planning for instruction 3c
- ◆ Application of research, knowledge and skills from professional development 7c, 7d
- ◆ Demonstrates habits of continuous inquiry and learning 7a

Lesson Plan for Observation

- ◆ District standards/benchmarks/curriculum 3a, 4a
- ◆ Expectations for social, behavior, and academic success 3b
- ◆ Research-based strategies to engage all students and address full range of cognitive levels 3d, 4b
- ◆ Resources used to develop and sequence instruction 3e
- ◆ Assessment that is aligned with instruction 5a

Observation Notes

- ◆ A classroom culture that supports the learning of every student 1d
- ◆ An environment of mutual respect, rapport, and fairness 1e
- ◆ Effective communication 1g
- ◆ Use of key concepts, themes, relationships, perspectives related to content area 2a
- ◆ Use of knowledge of student development to make learning experiences meaningful and accessible for every student 2b
- ◆ Relating ideas and information within and across content areas 2c
- ◆ Use of appropriate research-based instructional strategies 2d, 4b
- ◆ Communication of high expectations for social, behavioral, and academic success of all students 3b
- ◆ Aligned with diocesan curriculum 4a
- ◆ Flexibility and responsiveness in adjusting instruction to meet student needs 4c
- ◆ Engaging students in varied experiences 4d
- ◆ Connecting students' prior knowledge, experiences, and interests 4e
- ◆ Use of available resources 4f
- ◆ Creation of a learning community that encourages positive social interaction, active engagement, and self-regulation for every students 6a
- ◆ Establishing, communicating, modeling and maintaining standards of responsible student behavior 6b
- ◆ Classroom procedures and routines that support high expectation for student learning 6c
- ◆ Effective use of instructional time 6d
- ◆ Safe and purposeful learning environment 6e
- ◆ Respect for all learners and staff 8d
- ◆ Gives evidence of valuing Catholic philosophy of education. 9a

Post-Observation Form

- ◆ Demonstrates flexibility and responsiveness in adjusting instruction 4c
- ◆ Student work samples with substantive, timely, and constructive feedback 5e
- ◆ Implementation of professional development plans 7d

General Observable Criteria

- ◆ Participates in Parent/Teacher Conferences 1a
- ◆ Adheres to board policies, diocesan procedures, and contractual obligations 8a
- ◆ Demonstrates professional and ethical conduct 8b

Portfolio Addendum (completed once over the 3 years)

- ◆ Communicates assessment criteria and standards to all students and parents 5b
- ◆ Understands and uses the results of multiple assessments 5c
- ◆ Guides students in goal setting and assessing their own learning 5
- ◆ Demonstrates habits and skills of continuous inquiry and learning 7a
- ◆ Gives on-going support to the development and living of a Christian faith community among faculty and students. 9b
- ◆ Demonstrates commitment to the values of personal prayer and participation in community worship. 9c
- ◆ Fosters apostolic consciousness and an awareness of Peace and Justice issues in students by witnessing to and encouraging Christian service. 9d
- ◆ Fosters awareness of multicultural nonsexist issues as justice issues. 9e
- ◆ Other artifacts as determined by teacher and administrator to complete portfolio.

POSSIBLE EVIDENCE FOR TIER I PORTFOLIOS

Standard 1

Demonstrates ability to enhance academic performance and support for implementation of the school district's student achievement goals.

The teacher:

- a. Provides evidence of student learning to students, families, and staff.
- b. Implements strategies supporting student, building, and district's goals.
- c. Uses student performance data as a guide for decision making.
- d. Accepts and demonstrates responsibility for creating a classroom culture that supports the learning of every student.
- e. Creates an environment of mutual respect, rapport, and fairness.
- f. Participates in and contributes to a school culture that focuses on improved student learning.
- g. Communicates with students, families, colleagues, and communities effectively and accurately.

The evidence:

- a. P/T Conferences
- b. Lesson plan/ observation
- c. Lesson plan/ observation/ student work sample
- d. Observation
- e. Observation
- f. Observation
- g. P/T Conferences/ Observation

Standard 2

Demonstrates competence in content knowledge appropriate to the teaching position.

The teacher:

- a. Understands and uses key concepts, underlying themes, relationships, and different perspectives related to the content area.
- b. Uses knowledge of student development to make learning experiences in the content area meaningful and accessible for every student.
- c. Relates ideas and information within and across content areas.
- d. Understands and uses instructional strategies that are appropriate to the content area.

The evidence:

- a. Observation
- b. Observation
- c. Observation
- d. Observation

Standard 3

Demonstrates competence in planning and preparing for instruction.

The teacher:

- a. Uses student achievement data, local standards, and the district curriculum in planning for instruction.
- b. Sets and communicates high expectations for social, behavioral, and academic success of all students.
- c. Uses students' developmental needs, backgrounds, and interests in planning for instruction.
- d. Selects strategies to engage all students in learning.
- e. Uses available resources, including technologies, in the development and sequencing of instruction.

The evidence:

- a. Lesson Plan
- b. Observation/Lesson Plan
- c. Pre-Observ. Form
- d. Lesson Plan
- e. Lesson Plan

Standard 4

Uses strategies to deliver instruction that meets the multiple learning needs of students.

The teacher:

- a. Aligns classroom instruction with local standards and district curriculum.
- b. Uses research-based instructional strategies that address the full range of cognitive levels.
- c. Demonstrates flexibility and responsiveness in adjusting instruction to meet student needs.
- d. Engages students in varied experiences that meet diverse needs and promote social, emotional, and academic growth.
- e. Connects students' prior knowledge, life experiences, and interests in the instructional process.
- f. Uses available resources, including technologies, in the delivery of instruction.

The evidence:

- a. Lesson Plan/Obs.
- b. Observation/Lesson Plan
- c. Observation
 - d. Observation
 - e. Observation
 - f. Observation

Standard 5

Uses a variety of methods to monitor student learning.

The teacher:

- a. Aligns classroom assessment with instruction.
- b. Communicates assessment criteria and standards to all students and parents.
- c. Understands and uses the results of multiple assessments to guide planning and instruction.
- d. Guides students in goal setting and assessing their own learning.
- e. Provides substantive, timely, and constructive feedback to students and parents.
- f. Works with other staff and building and district leadership in analysis of student progress.

The evidence:

- a. Lesson Plan, Classroom assessment
- b. Portfolio Addendum, communications with students and parents
- c. Portfolio Addendum, including student data and its impact on instruction seen in lesson plans
- d. Portfolio Addendum, incl. student work samples
- e. Student Work Samples and parent communication
- f. Observation

Standard 6

Demonstrates competence in classroom management.

The teacher:

- a. Creates a learning community that encourages positive social interaction, active engagement, and self-regulation for every student.
- b. Establishes, communicates, models, and maintains standards of responsible student behavior.
- c. Develops and implements classroom procedures and routines that support high expectations for student learning.
- d. Uses instructional time effectively to maximize student achievement.
- e. Creates a safe and purposeful learning environment.

The evidence:

- a. Observation
- b. Observation
- c. Observation
- d. Observation
- e. Observation

Standard 7

Engages in professional growth.

The teacher:

- a. Demonstrates habits and skills of continuous inquiry and learning.
- b. Works collaboratively to improve professional practice and student learning.
- c. Applies research, knowledge, and skills from professional development opportunities to improve practice.
- d. Establishes and implements Professional Development Plans based upon the teacher's needs aligned to the Iowa Teaching Standards and district/building student achievement goals.

The evidence:

- a. Portfolio Addendum
- b. Log or meeting minutes
- c. Observation
- d. Log or meeting minutes

Standard 8

Fulfills professional responsibilities established by the school district.

The teacher:

- a. Adheres to board policies, district procedures, and contractual obligations.
- b. Demonstrates professional and ethical conduct as defined by state law and district policy.
- c. Contributes to efforts to achieve district and building goals.
- d. Demonstrates an understanding of and respect for all learners and staff.
- e. Collaborates with students, families, colleagues, and communities to enhance student learning.

The evidence:

- a. Observation
- b. Observation
- c. Meeting minutes/observation
- d. Observation
- e. P/T Conf., meeting minutes, observation

Standard 9

Fulfills professional responsibilities as faith community member.

The teacher:

- a. Gives evidence of valuing Catholic philosophy of education.
- b. Gives on-going support to the development and living of a Christian faith community among faculty and students.
- c. Demonstrates commitment to the values of personal prayer and participation in community worship.
- d. Fosters apostolic consciousness and an awareness of Peace and Justice issues in students by witnessing to and encouraging Christian service.
- e. Fosters awareness of multicultural nonsexist issues as justice issues.

- a. observation
- b – e. portfolio addendum

Davenport Diocese/Iowa Teaching Standards and Criteria

<p>STANDARD 1: Demonstrates ability to enhance academic performance and support for implementation of the school district’s student achievement goals.</p>	<p>STANDARD 2: Demonstrates competence in content knowledge appropriate to the teaching profession.</p>
<p>The Teacher:</p> <ul style="list-style-type: none"> a. Provides evidence of student learning to students, families, and staff. b. Implements strategies supporting student, building, and district goals. c. Uses student performance data as a guide for decision making. d. Accepts and demonstrates responsibility for creating a classroom culture that supports the learning of every student. e. Creates an environment of mutual respect, rapport, and fairness. f. Participates in and contributes to a school culture that focuses on improved student learning. g. Communicates with students, families, colleagues, and communities effectively and accurately. 	<p>The Teacher:</p> <ul style="list-style-type: none"> a. Understands and uses key concepts, underlying themes, relationships, and different perspectives related to the content area. b. Uses knowledge of student development to make learning experiences in the content area meaningful and accessible for every student. c. Relates ideas and information within and across content areas. d. Understands and uses instructional strategies that are appropriate to the content area.
<p>STANDARD 3: Demonstrates competence in planning and preparation for instruction.</p>	<p>STANDARD 4: Uses strategies to deliver instruction that meets the multiple learning needs of students.</p>
<p>The Teacher:</p> <ul style="list-style-type: none"> a. Uses student achievement data, local standards and the district curriculum in planning for instruction. b. Sets and communicates high expectations for social, behavioral, and academic success of all students. c. Uses student developmental needs, background, and interests in planning for instruction. d. Selects strategies to engage all students in learning. e. Uses available resources, including technologies, in the development and sequencing of instruction. 	<p>The Teacher:</p> <ul style="list-style-type: none"> a. Aligns classroom instruction with local standards and district curriculum. b. Uses research-based instructional strategies that address the full range of cognitive levels. c. Demonstrates flexibility and responsiveness in adjusting instruction to meet student needs. d. Engages students in varied experiences that meet diverse needs and promote social, emotional, and academic growth. e. Connects students' prior knowledge, life experiences, and interests in the instructional process. f. Uses available resources, including technologies, in the delivery of instruction.

STANDARD 5: Uses a variety of methods to monitor student learning.	STANDARD 6: Demonstrates competence in classroom management.
<p>The Teacher:</p> <ul style="list-style-type: none"> a. Aligns classroom assessment with instruction. b. Communicates assessment criteria and standards to all students and parents. c. Understands and uses the results of multiple assessments to guide planning and instruction. d. Guides students in goal setting and assessing their own learning. e. Provides substantive, timely, and constructive feedback to students and parents. f. Works with other staff and building and district leadership in analysis of student progress. 	<p>The Teacher:</p> <ul style="list-style-type: none"> a. Creates a learning community that encourages positive social interaction, active engagement, and self-regulation for every student. b. Establishes, communicates, models and maintains standards of responsible student behavior. c. Develops and implements classroom procedures and routines that support high expectations for learning. d. Uses instructional time effectively to maximize student achievement. e. Creates a safe and purposeful learning environment.
STANDARD 7: Engages in professional growth.	STANDARD 8: Fulfills professional responsibilities established by the school district.
<p>The teacher:</p> <ul style="list-style-type: none"> a. Demonstrates habits and skills of continuous inquiry and learning. b. Works collaboratively to improve professional practice and student learning. c. Applies research, knowledge, and skills from professional development opportunities to improve practice. d. Establishes and implements professional development plans based upon the teacher needs aligned to the Iowa Teaching Standards and district/building student achievement goals. 	<p>The Teacher:</p> <ul style="list-style-type: none"> a. Adheres to board policies, district procedures, and contractual obligations. b. Demonstrates professional and ethical conduct as defined by state law and individual district policy. c. Contributes to efforts to achieve district and building goals. d. Demonstrates an understanding of and respect for all learners and staff. e. Collaborates with students, families, colleagues, and communities to enhance student learning.
STANDARD 9: Fulfills professional responsibilities as a Faith Community Member	
<p>The teacher:</p> <ul style="list-style-type: none"> a. Gives evidence of valuing Catholic philosophy of education. b. Gives on-going support to the development and living of a Christian faith community among faculty and students. c. Demonstrates commitment to the values of personal prayer and participation in community worship. d. Fosters apostolic consciousness and an awareness of Peace and Justice issues in students by witnessing to and encouraging Christian service. e. Fosters awareness of multicultural nonsexist issues as justice issues. 	

**PRE-OBSERVATION FORM:
TIERS I, II, AND III**

Name:	Administrator:
Pre-Conference Date:	Date and Time of Observation:
Grade/Subject:	

1. Briefly describe the students in this class, including those with special needs.

2. What are the goals for the lesson? What do you want the student to learn?

3. How do these goals support the diocese's curriculum?

4. How do you plan to assess student achievement of the goals? What procedures will you use? (Attach any tests or performance tasks, with rubrics or scoring guides.)

5. How do you plan to engage students in the content? What will you do? What will the students do?

6. What difficulties do students typically experience in this area, and how do you plan to anticipate these difficulties?

7. What instructional materials or other resources, if any will you use? (Attach sample materials you will be using in the lesson)

8. What Iowa teaching standards/criteria will be demonstrated in this observation?

9. Teacher comments pertaining to observation setting: List any items you might want to call to the attention of the administrator.

Teacher's Signature/Date

Administrator's Signature/Date

Please write out the Standard and the criteria each time and not just the number and letter.

**SAMPLE LESSON PLAN DESIGN FOR FORMAL OBSERVATION PROCESS
TIERS I, II, AND III**

Name: _____ Subject: _____

Date: _____ Time: _____

Diocesan **standards**, benchmarks, or curriculum addressed (3a, 4a)

Expectations for social, behavior, and academic success (3b)

Research-based **strategies** to engage all students and address full range of cognitive levels (3d, 4b)

Resources used to develop and sequence instruction (3e)

Assessment that is aligned with instruction (5a)

Administrator's signature/date: _____

Teacher's signature/date: _____

Please write out the Standard and the criteria each time and not just the number and letter.

POST-OBSERVATION REFLECTION FORM
TIERS I, II, AND III

Name:	School:
Grade/Subject:	
Observation Date:	Time:
Post-conference Date:	Time:

1. As I reflect on the lesson, to what extent were students productively engaged?

2. Did the students learn what I intended? Were my instructional goals met? How do I know?

3. Did I alter my goals or instructional plan as I taught the lesson? If so, why?

4. If I had the opportunity to teach this lesson again to this same group of students, what would I do differently? Why?

5. Provide several samples of student work related to this lesson. The samples should reflect the full range of student ability in your class and include the feedback you provide to students on their papers.

6. List the Diocesan/Iowa Teaching Standards/Criteria that were related to this lesson.

Teacher's signature/Date

Administrator's signature/Date

TEACHER REBUTTAL FORM

Name: _____ Subject/Grade Level: _____

Date: _____ Time: _____

Please cite area of disagreement on evaluation or observation.

[Large gray rectangular area for citing area of disagreement]

Rationale for disagreement.

[Large gray rectangular area for providing rationale for disagreement]

Teacher's signature/date: _____

*Davenport Diocese
Professional Staff Evaluation*

Comprehensive/Summative Evaluation Form
TIERS I AND II

Teacher:	Folder #:
Evaluator:	Folder #:
School Name:	
Grade Level:	Subjects:
Year: 1, 2, or 3	

Directions : In the narrative under each standard, the evaluator should incorporate and address each criterion.

1. DEMONSTRATES ABILITY TO ENHANCE ACADEMIC PERFORMANCE AND SUPPORT FOR AND IMPLEMENTATION OF THE SCHOOL DISTRICT'S STUDENT ACHIEVEMENT GOALS.

The teacher:

- a. Provides evidence of student learning to students, families, and staff.
- b. Implements strategies supporting student, building, and district goals.
- c. Uses student performance data as a guide for decision making.
- d. Accepts and demonstrates responsibility for creating a classroom culture that supports the learning of every student.
- e. Creates an environment of mutual respect, rapport, and fairness.
- f. Participates in and contributes to a school culture that focuses on improved student learning.
- g. Communicates with students, families, colleagues, and communities effectively and accurately.

Evidence to support attainment of or failure to meet standard:	Check one:
Evidence spaces are in Microsoft word. Just insert text and box will expand to fit size of text.	__Meets Standard. __Does not meet Standard.

- Additional documentation/artifacts applicable to this standard are attached as Appendix A-1.

2. DEMONSTRATES COMPETENCE IN CONTENT KNOWLEDGE APPROPRIATE TO THE TEACHING POSITION.

The teacher:

- a. Understands and uses key concepts, underlying themes, relationships, and different perspectives related to the content area.
- b. Uses knowledge of student development to make learning experiences in the content area meaningful and accessible for every student.
- c. Relates ideas and information within and across content areas.
- d. Understands and uses instructional strategies that are appropriate to the content area.

Evidence to support attainment of or failure to meet standard:	Check one:
	__Meets Standard. __Does not meet Standard.

- Additional documentation/artifacts applicable to this standard are attached as Appendix A-2.

3. DEMONSTRATES COMPETENCE IN PLANNING AND PREPARING FOR INSTRUCTION.

The teacher:

- a. Uses student achievement data, local standards and the district curriculum in planning for instruction.
- b. Sets and communicates high expectations for social, behavioral, and academic success of all students.
- c. Uses student developmental needs, background, and interests in planning for instruction.
- d. Selects strategies to engage all students in learning.
- e. Uses available resources, including technologies, in the development and sequencing of instruction.

Evidence to support attainment of or failure to meet standard:	Check one: __Meets Standard. __Does not meet Standard.
-----------------------------------------------------------------------	--------------------------------------------------------------

- Additional documentation/artifacts applicable to this standard are attached as Appendix A-3.

4. USES STRATEGIES TO DELIVER INSTRUCTION THAT MEETS THE MULTIPLE LEARNING NEEDS OF STUDENTS.

The teacher:

- a. Aligns classroom instruction with local standards and district curriculum.
- b. Uses research-based instructional strategies that address the full range of cognitive levels.
- c. Demonstrates flexibility and responsiveness in adjusting instruction to meet student needs.
- d. Engages students in varied experiences that meet diverse needs and promote social, emotional, and academic growth.
- e. Connects students' prior knowledge, life experiences, and interests in the instructional process.
- f. Uses available resources, including technologies, in the delivery of instruction.

Evidence to support attainment of or failure to meet standard:	Check one: __Meets Standard. __Does not meet Standard.
-----------------------------------------------------------------------	--------------------------------------------------------------

- Additional documentation/artifacts applicable to this standard are attached as Appendix A-4.

5. USES A VARIETY OF METHODS TO MONITOR STUDENT LEARNING.

The teacher:

- a. Aligns classroom assessment with instruction.
- b. Communicates assessment criteria and standards to all students and parents.
- c. Understands and uses the results of multiple assessments to guide planning and instruction.
- d. Guides students in goal setting and assessing their own learning.
- e. Provides substantive, timely, and constructive feedback to students and parents.
- f. Works with other staff and building and district leadership in analysis of student progress.

Evidence to support attainment of or failure to meet standard:	Check one: __Meets Standard. __Does not meet Standard.
-----------------------------------------------------------------------	--------------------------------------------------------------

- Additional documentation/artifacts applicable to this standard are attached as Appendix A-5.

6. DEMONSTRATES COMPETENCE IN CLASSROOM MANAGEMENT.

The teacher:

- a. Creates a learning community that encourages positive social interaction, active engagement, and self-regulation for every student.
- b. Establishes, communicates, models and maintains standards of responsible student behavior.
- c. Develops and implements classroom procedures and routines that support high expectations for learning.
- d. Uses instructional time effectively to maximize student achievement.
- e. Creates a safe and purposeful learning environment.

Evidence to support attainment of or failure to meet standard:	Check one: __Meets Standard. __Does not meet Standard.
-----------------------------------------------------------------------	--------------------------------------------------------------

- Additional documentation/artifacts applicable to this standard are attached as Appendix A-6.

7. ENGAGES IN PROFESSIONAL GROWTH.

The teacher:

- a. Demonstrates habits and skills of continuous inquiry and learning.
- b. Works collaboratively to improve professional practice and student learning.
- c. Applies research, knowledge, and skills from professional development opportunities to improve practice.
- d. Establishes and implements professional development plans based upon the teacher needs aligned to the Iowa Teaching Standards and district/building student achievement goals.

Evidence to support attainment of or failure to meet standard:	Check one: __Meets Standard. __Does not meet Standard.
-----------------------------------------------------------------------	--------------------------------------------------------------

- Additional documentation/artifacts applicable to this standard are attached as Appendix A-7.

8. FULFILLS PROFESSIONAL RESPONSIBILITIES ESTABLISHED BY THE SCHOOL DISTRICT.

The teacher:

- a. Adheres to board policies, district procedures, and contractual obligations.
- b. Demonstrates professional and ethical conduct as defined by state law and individual district policy.
- c. Contributes to efforts to achieve district and building goals.
- d. Demonstrates an understanding of and respect for all learners and staff.
- e. Collaborates with students, families, colleagues, and communities to enhance student learning.

Evidence to support attainment of or failure to meet standard:	Check one __Meets Standard. __Does not meet Standard.
-----------------------------------------------------------------------	-------------------------------------------------------------

- Additional documentation/artifacts applicable to this standard are attached as Appendix A-8.

9. FULFILLS PROFESSIONAL RESPONSIBILITIES as FAITH COMMUNITY MEMBER.

The teacher:

- a. Gives evidence of valuing Catholic philosophy of education.
- b. Gives on-going support to the development and living of a Christian faith community among faculty and students.
- c. Demonstrates commitment to the values of personal prayer and participation in community worship.
- d. Fosters apostolic consciousness and an awareness of Peace and Justice issues in students by witnessing to and encouraging Christian service.
- e. Fosters awareness of multicultural nonsexist issues as justice issues.

Evidence to support attainment of or failure to meet standard:	Check one <input type="checkbox"/> Meets Standard. <input type="checkbox"/> Does not meet Standard.
-----------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------

Additional documentation/artifacts applicable to this standard are attached as Appendix A-9.

-
- The teacher is a first year Beginning Teacher.
 - The teacher meets or exceeds all nine Diocesan/Iowa Teaching Standards and is recommended for a standard license.
 - The teacher fails to meet all nine Diocesan/Iowa Teaching Standards and is not recommended for a standard license.

Evaluator's Signature: _____ Date: _____

Evaluation Period: _____, 20____ to _____, 20____

Teacher's Signature: _____ Date: _____

Signature of the teacher does not indicate that the teacher agrees with the content, only that he/she has received a copy.

Tier II

- The teacher meets or exceeds all nine Diocesan /Iowa Teaching Standards .**
- The teacher fails to meet all nine Diocesan/Iowa Teaching Standards.**

Evaluator's Signature: _____ Date: _____

Evaluation Period: _____, 20____ to _____, 20____

Teacher's Signature: _____ Date: _____

Signature of the teacher does not indicate that the teacher agrees with the content, only that he/she has received a copy.

Tier II

Tier II: Probationary Career Teacher

The purpose of the Tier II, probationary career cycle, is to assist teachers new to the Davenport Diocese with becoming contributing members our school community. Focused upon the first year of employment in the Davenport Diocese or Diocesan school, it shall include the following components: formal/informal observations and evidence of meeting the Diocesan/Iowa Teaching Standards and Criteria.

Tier II, Probationary Career Teacher - Classroom Observations

Tier II, probationary career teachers, will be formally observed by their principal at least two times at mutually agreed upon times. The observations and a comprehensive/summative evaluation report will be completed no later than 30 March. These observations will focus upon the Diocesan/Iowa Teaching Standards and Criteria. Each observation will include a pre-conference and a feedback conference. The Diocese will provide a form for the summative evaluation report. (See page 23)

Tier II: Career Teacher

The purpose of Tier II is to extend and enrich the professional learning and growth of all teachers and significantly impact organizational performance. Tier II teachers shall annually design their own professional growth plan. These process plans are formulated into a written document called an “Individual Career Development Plan.” (See page 29)

Tier II - Performance Review

During year three, Tier II teacher’s performance shall be evaluated by a building principal on each of the Diocesan/Iowa Teaching Standards and Criteria. Each standard will be rated as “meets standard” or “does not meet standard.” Each standard’s criteria will not be rated but will be used as a reference point for gathering evidence to overall performance on each standard. Artifacts related to each teacher’s annual professional learning plan would be used as documentation when completing the comprehensive/summative evaluation. (See page 23)

Tier II – Classroom Observation

Tier II teachers will be formally observed by their principal at least once during year three of the performance review cycle. The observation will occur at a mutually agreed upon time. The observation will focus on the Diocesan/Iowa Teaching Standards and Criteria. The observation will include a pre-conference and a post-conference.

Staff members in Tier II will collect evidence of progress in a professional portfolio. This professional portfolio will meet the Tier II Portfolio Minimum Requirements and will be shared with the evaluator(s) by 1 February of year three.

*****Note – Principals need to be aware of the timelines in the Catholic Educator’s Handbook in the event of a recommendation for non-renewal.***

TIER II CYCLE CALENDAR

Year One:

Written notification of the evaluation process by administration (September 30)

Teacher Reflection Guide (optional)

Individual Career Development Plan (Evaluator meets with each teacher twice a year; one by October 15 and one by May 15. The first meeting is to develop and discuss the Individual Career Development Plan. The second meeting is to discuss progress made on goals identified in Individual Career Development Plan.)

Collection of evidence (on-going)

Summary Report and Meeting (by end of the school year)

Year Two:

Teacher Reflection Guide – (optional)

Individual Career Development Plan (Evaluator meets with each teacher twice a year; one by October 15th and one by May 15th. The first meeting is to develop and discuss the Individual Career Development Plan. The second meeting is to discuss progress made on goals identified in Individual Career Development Plan.)

Collection of evidence (on-going)

Summary Report and Meeting (by end of the school year)

Year Three:

Teacher Reflection Guide (optional)

Individual Career Development Plan (Evaluator meets with each teacher twice a year; one by October 15th and one by May 15th. The first meeting is to develop and discuss the Individual Career Development Plan. The second meeting is to discuss progress made on goals identified in Individual Career Development Plan.)

Observation by evaluator(s)

Pre-observation conference

Observation

Post-observation conference and review of evidence collection

Collection of evidence (on-going)

Portfolio completion (by February 1)

Tier II Summary Report by teacher (by March 30)

Comprehensive/Summative Evaluation Form by evaluator(s) (by May 15)

Must have demonstrated the ability to meet the Diocesan/Iowa Teaching Standards & Criteria

TIER II: INDIVIDUAL CAREER DEVELOPMENT PLAN

Teacher

School

Team Member(s), if a small group is working together

A. GENERAL FOCUS OF THE PLAN:

B. SCHOOL GOAL AND PERSONAL GOAL:
(Related to CSIP & Building Professional Development Plan)

C. DESCRIPTION OF THE PLAN, INCLUDING TIMELINES AND PROVIDERS:

D. INDICATORS OF PROGRESS: What artifacts will I collect to show I have accomplished my goals and that it impacted my practice?

Teacher's signature/date

Administrator's signature/date

TIER II: SUMMARY REPORT

(Due on or before May 15 of Year One and Two, and March 30 of Year Three)

Teacher

School

Team Member(s), if a small group is working together

1. How did implementing the plan impact student achievement? (Standard 1f)

2. How did implementing the plan impact your professional growth? (Standard 7a, 7b)

3. How did the plan address the Diocesan/Iowa Teaching Standards and Criteria? (Standard 7d)

4. Each individual teacher's reflection about plan's implementation and outcomes explained below or attached. (Standard 7a)

Teacher's signature/date

Administrator's signature/date

Please write out the Standard and the criteria each time and not just the number and letter.



Teacher Reflection Guide

The following themes are embedded in the criteria/rubrics: **Equity, cultural sensitivity, high expectations, developmental-appropriateness, accommodating students with special needs, and appropriate use of technology.**

Teacher: _____ Grade or content: _____ Self-evaluation Date: _____

Student-Centered Focus of Rubric

Teacher-Centered Focus of Rubric

Standard 1: Demonstrates ability to enhance academic performance and support for implementation of the school district's student achievement goals.

CRITERIA	<i>Distinguished</i>	<i>Proficient</i>	<i>Basic</i>	<i>Unsatisfactory</i>
A. Provides evidence of student learning to students, families, and staff.	Teacher provides frequent evidence of student learning to students and parents with student input. Other staff is involved as needed.	Teacher provides frequent evidence of student learning to students, parents, and other staff.	Teacher provides some evidence of student learning to students, parents, and other staff.	Teacher provides little evidence of student learning to the student, parent, or other staff.
B. Implements strategies supporting student, building, and district goals.	Learning strategies are highly relevant to students or instructional goals. The progression of activities is coherent, producing a unified whole reflective of recent professional research.	Most of the learning strategies are suitable to students or instructional goals. Progression of activities is fairly even, and most activities reflect recent professional research.	Only some of the learning strategies are suitable to students or instructional goals. Progression of activities is uneven, and only some of the activities reflect recent professional research.	Learning strategies are not suitable to students or instructional goals. They do not follow an organized progression and do not reflect recent professional research.
C. Uses student performance data as a guide for decision making.	Students are aware of how they are meeting the established standards and participate in planning the next steps.	Teacher uses assessment results to plan for individual and groups of students.	Teacher uses assessment results to plan for the class as a whole.	Teacher does not use assessment results when planning for students.
D. Accepts and demonstrates responsibility for creating a classroom culture that supports the learning of every student.	Students and the teacher establish and maintain instructional strategies, activities, interactions, and the classroom environment for all students to achieve.	Instructional strategies and activities, interactions, and the classroom environment convey high expectations for all students to learn.	Instructional strategies and activities, interactions, and the classroom environment convey inconsistent expectations for all students to achieve.	Instructional strategies and activities, interactions, and the classroom environment do not convey expectations for all students to learn.
E. Creates an environment of mutual respect, rapport, and fairness.	Teacher demonstrates genuine caring and respect for individual students. Students exhibit respect for teacher as an individual, beyond that for the role.	Teacher-student interactions are friendly and demonstrate general warmth, caring and respect. Such interactions are appropriate to the developmental or cultural norms. Students exhibit respect for the teacher.	Teacher interactions are generally appropriate but may reflect occasional inconsistencies, favoritism, or disregard to the age or culture of the students. Students exhibit only minimal respect for the teacher.	Teacher instruction with at least some students is negative, demeaning, sarcastic, or inappropriate to the age or culture of the students. Students exhibit disrespect for the teacher.
F. Participates in and contributes to a school culture that focuses on improved student learning.	Both students and the teacher establish and maintain instructional strategies and activities, interactions, and the classroom environment. High expectations for student achievement.	Instructional strategies and activities, interactions, and the classroom environment convey high expectations for student achievement.	Instructional strategies and activities, interactions, and the classroom environment convey inconsistent expectations for student achievement.	Instructional strategies and activities, interactions, and the classroom environment do not convey expectations for student achievement.
G. Communicates with students, families, colleagues, and communities effectively and accurately.	Teacher provides frequent information to student, parents, and colleagues as appropriate about the instructional program. Students participate in preparing materials for their families. Communication is effective and accurate, and any misunderstandings are quickly resolved.	Teacher provides frequent information to students, parents, and colleagues as appropriate, about the instructional program. Communication is effective and accurate.	Teacher participates in the school's activities for student, parent, and colleague communication but offers little additional information. Communication is marginally effective and accurate.	Teacher provides little information about the instructional program to students, parents or colleagues. Communication is ineffective or inaccurate.

Standard 2: Demonstrates competence in content knowledge appropriate to the teaching position.

CRITERIA	Distinguished	Proficient	Basic	Unsatisfactory
A. Understands and uses underlying themes, relationships, and different perspectives related to the content area.	Teacher displays extensive content knowledge, with evidence of continuing pursuit of such knowledge, and makes connections between the content and other parts of the discipline and other disciplines.	Teacher displays solid content knowledge and makes connections between the content and other parts of the discipline and other disciplines.	Teacher displays basic content knowledge but cannot articulate connections with other parts of the discipline or with other disciplines. The teacher does not make content errors and corrects students when they do.	The teacher makes content errors or does not correct content errors students make.
B. Uses knowledge of student development to make learning experiences in the content area meaningful and accessible for every student.	Teacher displays knowledge of student development to make learning experiences meaningful for every student.	Teacher displays knowledge of student development to make learning experiences meaningful but they are not accessible for every student.	Teacher displays some knowledge of student development to make learning experiences meaningful but they are not accessible for every student.	Teacher displays little uses of knowledge of student development in making learning experiences meaningful and accessible for every student.
C. Relates ideas and information within and across content areas.	Teacher thoroughly and seamlessly relates ideas and information within and across content areas.	Teacher's plans and practices relate ideas and information within and across content areas.	Teacher attempts to relate ideas and information within and across content areas.	Teacher does not relate ideas and information within and across content areas.
D. Understands and uses instructional strategies that are appropriate to the content area.	Teacher displays continuing search for best practices and uses a wide variety.	Teacher's instructional practices reflect current research on best strategies within the discipline, and he/she uses several.	Teacher displays basic understanding and limited usage of current instructional strategies appropriate for student learning.	Teacher displays little understanding of current instructional strategies appropriate for student learning.

Standard 3: Demonstrates competence in planning and preparing for instruction.

CRITERIA	Distinguished	Proficient	Basic	Unsatisfactory
A. Uses student achievement data, local standards, and the district curriculum in planning for instruction.	Planning for instruction includes the use of student achievement data, including both standardized assessment results and formative classroom assessment and is used extensively to plan for differentiated instruction for individuals and groups of students. The diocesan curriculum is thoroughly used and referenced in the planning for instruction.	Planning for instruction includes the use of student achievement data, including both standardized assessment results and formative classroom assessments for individuals and groups of students. Consistent references are made to the Diocesan curriculum.	Planning for instruction includes some evidence of the use of student achievement data and use of both standardized assessment results and formative classroom assessments for planning for the class as a whole. Some attention is given to Diocesan curriculum.	Planning for instruction includes minimal evidence of the use of student achievement data and/or does not include both standardized assessment results and formative classroom assessments. Minimal attention is given to Diocesan curriculum.
B. Sets and communicates high expectations for social, behavioral, and academic success of all students.	Standards of conduct are clear to all students and appear to have been developed with student participation. The classroom environment, established with student input, conveys high expectations for all students to learn.	Standards of conduct are clear to all students. The classroom environment conveys high expectations for all students to learn.	Standards of conduct appear to have been established for most situations, and most students seem to understand them. The classroom environment conveys an inconsistent expectation for all students to learn.	No standards of content appear to have established, or students are confused as to what the standards are. The classroom environment conveys only modest expectations for all students to learn.
C. Uses student's developmental needs, backgrounds, and interests in planning for instruction.	Teacher displays knowledge of typical developmental characteristics of age groups, exceptions to general patterns, and the extent to which each student follows patterns.	Teacher displays thorough understanding of the developmental characteristics of age groups as well as expectations to general patterns.	Teacher displays generally accurate knowledge of the developmental characteristics of age groups.	Teacher displays minimal knowledge of developmental characteristics of age groups.
D. Selects strategies to engage all students in learning.	All students are cognitively engaged in the activities and assignments in their exploration of content. Students initiate or adapt activities and projects to enhance understanding.	Most activities and assignments are appropriate for students in terms of their age or backgrounds. Almost all students are cognitively engaged in them.	Some activities and assignments are appropriate for students and engage them mentally, but others to not.	Activities and assignments are inappropriate for students in terms of their age or backgrounds. Students are not engaged mentally.
E. Uses available resources, including technologies, in the development and sequencing of instruction.	Instructional materials and resources are suitable to the instructional goals and engage students mentally. Students initiate the choice, adaptation, or creation of materials to enhance their own learning.	Instructional materials and resources are suitable to the instructional goals and engage students mentally.	Instructional materials and resources are partially suitable to the instructional goals, or student's level of mental engagement is moderate.	Instructional materials and resources are unsuitable to the instructional goals or do not engage students mentally.

Standard 4: Uses strategies to deliver instruction that meets the multiple learning needs of students.

CRITERIA	Distinguished	Proficient	Basic	Unsatisfactory
A. Aligns classroom instruction with local standards and district curriculum.	Teacher's instruction aligns with district standards/benchmarks and established curriculum and connects to other disciplines and content areas.	Teacher's instruction aligns with district standards/benchmarks and established curriculum.	Teacher's instruction sometimes aligns with district standards/benchmarks and established curriculum.	Teacher's instruction does not align with district standards/benchmarks and established curriculum.
B. Uses research-based instructional strategies that address the full range of cognitive levels.	Learning activities are highly relevant to students and instructional goals. They progress coherently, producing a unified whole reflecting recent professional research.	Most of the learning activities are suitable to students or instructional goals. Progression of activities in the unit is fairly even, and most of the activities reflect recent professional research.	Only some of the learning activities are suitable to students or instructional goals. Progression of activities in the unit is uneven, and only some of the activities reflect recent professional research.	Learning activities are not suitable to students or instructional goals. They do not follow an organized progression and do not reflect recent professional research.
C. Demonstrates flexibility and responsiveness in adjusting instruction to meet student needs.	Teacher successfully makes a major adjustment to a lesson.	Teacher makes a minor adjustment to a lesson, and the adjustment occurs smoothly.	Teacher attempts to adjust a lesson, with mixed results.	Teacher adheres rigidly to an instructional plan, even when a change will clearly improve a lesson.
D. Engages students in varied experiences that meet diverse needs and promote social, emotional, and academic growth.	All students are cognitively engaged in the activities and assignments, and the activities promote social and emotional growth. Activities are adapted to enhance understanding. Students initiate or adapt activities and projects to enhance understanding.	Most activities and assignments are appropriate for students' needs. Almost all students are cognitively engaged, and the activities promote social and emotional growth.	Some activities and assignments are inappropriate for students' needs. Some activities, but not all, engage students mentally and promote social and emotional growth.	Activities and assignments are inappropriate for students in terms of their age or backgrounds. Students are not engaged mentally, and their social and emotional growth is not addressed.
E. Connects students' prior knowledge, life experiences, and interests in the instructional process.	Teacher displays knowledge of each student's interests, prior knowledge, life experiences, and recognizes the value of this knowledge.	Teacher displays knowledge of the students' interests, prior experiences, life experiences, or interests for the class as a whole and for some individuals.	Teacher recognizes the value of the students' interests, prior knowledge, life experiences, or interests but does not implement in consistently for the class as a whole.	Teacher displays little knowledge of the students' interests, prior knowledge, life experiences, and does not indicate that such knowledge is valuable.
F. Uses available resources, including technologies, in the delivery of instruction.	Instructional materials and resources are suitable to the instructional goals and engage students mentally. Students initiate the choice, adaptation, or creation of materials to enhance their own learning.	Instructional materials and resources are suitable to the instructional goals and engage students mentally.	Instructional materials and resources are partially suitable to the instructional goals, or student's level of mental engagement is moderate.	Instructional materials and resources are unsuitable to the instructional goals or do not engage students mentally.

Standard 5: Uses a variety of methods to monitor student learning.

CRITERIA	Distinguished	Proficient	Basic	Unsatisfactory
A. Aligns classroom assessment with instruction.	The proposed approach to assessment is completely congruent with the instructional goals, both in content and process.	All instructional goals are nominally assessed through the proposed plan, but the approach is more suitable to some goals than others.	Some of the instructional goals are assessed through the proposed approach, but many are not.	Content and methods of assessment lack congruence with instructional goals.
B. Communicates assessment criteria and standards to all students and parents.	Assessment criteria and standards are clear and have been clearly communicated to students and parents. There is evidence that students contribute to the development of the criteria and standards.	Assessment criteria and standards are clear and have been clearly communicated to students and parents.	Assessment criteria and standards have been developed but they either are not clear or have not been clearly communicated to students and parents.	The assessment plan contains no clear criteria or standards.
C. Understands and uses the results of multiple assessments to guide planning and instruction.	Multiple assessments are used to guide the teacher's planning and instruction on a regular basis. Students have input to planning and instruction.	Multiple assessments are used to guide the teacher's planning and instruction on a regular basis.	Some assessments are used for teacher information. The assessments tend to be random and unrelated.	There are no assessments used in planning or for modifications to instruction.
D. Guides students in goal setting and assessing their own learning.	Students actively engage in their own goal setting with each unit. Students assess their own progress on standards and criteria and provide input to the teacher for further progress.	Students actively engage in their own goal setting with each unit. Students assess with their own progress on standards and criteria.	There is some evidence of student goal setting. Students occasionally assess their own progress on standards and criteria.	There is no evidence of student goal setting or assessing their own progress on standards and criteria.
E. Provides substantive, timely, and constructive feedback to students and parents.	Feedback is consistently of high quality and given in a timely and effective manner. Provision is made for students to use the feedback in a constructive manner.	Feedback is consistently of high quality and given in a timely and constructive manner.	Feedback is inconsistent in quality and often not given in a timely manner. Some elements of high quality are present; others are not.	Feedback is either not provided or is of uniformly poor quality.
F. Works with other staff and building and district leadership in analysis of student progress.	The teacher is highly proactive in serving the needs of students and works with other staff to accomplish greater student achievement. The teacher seeks out methods and resources to help improve student achievement.	The teacher is active in serving the needs of students and works with other staff to improve student achievement.	The teacher attempts to serve student needs on an inconsistent basis.	The teacher is not alert to student needs.

Standard 6: Demonstrates competence in classroom management.

CRITERIA	Distinguished	Proficient	Basic	Unsatisfactory
A. Creates a learning community that encourages positive social interaction, active engagement, and self-regulation for every student.	There is excellent social interaction between the students and the teacher; students not working with the teacher are engaged in learning activities; and seldom do students need regulation or direction. Students appear to be self-motivated and know how to proceed when finished with activities.	There is good social interaction between the students and the teacher; students not working with the teacher are generally engaged in learning activities; and very few students need regulation or direction.	There is some social interaction between the students and the teacher; some students not working with the teacher are not productively engaged in learning activities; and some students need constant regulation and direction.	There is little social interaction between the students and the teacher; students not working with the teacher are not productively engaged in learning activities; and students need constant regulation and direction.
B. Establishes, communicates, models, and maintains standards of responsible student behavior.	Standards of conduct are clear to all students and appear to have been developed with student participation. Monitoring by teacher is subtle and preventive. Students monitor their own behavior; correcting one another respectfully. Teacher response to misbehavior is highly sensitive to student's needs, or student behavior is generally appropriate.	Standards of conduct are clear to all students. Teacher is alert to student behavior at all times. Teacher response to misbehavior is appropriate and successful and respects the student's dignity, or student's behavior is generally appropriate.	Standards of conduct appear to have been established for most situations, and most students seem to understand what the standards are. Teacher is generally aware of student behavior but may miss activities of some students. Teacher attempts to respond to student misbehavior but with uneven results or no serious disruptive behavior occurs.	No standards of conduct appear to have been established, or students are confused as to what the standards are. Student behavior is not monitored, and teacher is unaware of what students are doing. Teacher does not respond to misbehavior or the response is inconsistent, overly repressive, or does not respect the student's dignity.
C. Develops and implements classroom procedures and routines that support high expectations for student learning.	Systems for performing non-instructional duties are well-established with students assuming considerable responsibility for efficient operation. Transitions are seamless with students assuming some responsibility for efficient operation. Groups work independently with students assuming some responsibility for productivity.	Systems for performing non-instructional duties results in little loss of instructional time. Transitions occur smoothly with little loss of instructional time. Tasks for group work are organized and groups are managed so most students are engaged at all times.	Systems for performing non-instructional duties result in loss of instructional time. Transitions are sporadically efficient resulting in some loss of instructional time. Tasks for group work are partially organized, resulting in some off-task behavior when the teacher is involved with another group.	Considerable instructional time is lost in performing non-instructional duties. Much time is lost during transitions. Students not working with the teacher are not productively engaged in learning.
D. Uses instructional time effectively to maximize student achievement.	Instructional time is used efficiently and effectively with students assuming some responsibility for efficient operations.	Instructional time is used efficiently and effectively.	Some instructional time is wasted or not used efficiently or effectively.	Instructional time is wasted or not used efficiently or effectively.
E. Creates a safe and purposeful learning environment.	The classroom is safe, and students and teacher adjust the condition/arrangement of the classroom to advance their own purposes in the learning activities.	The classroom is safe; and the condition/arrangement of the classroom is a resource for the learning activities.	The classroom is safe; and the condition/arrangement of the classroom is adjusted to the lesson activities with limited effectiveness.	The classroom is unsafe, or the condition/arrangement of the classroom is not suited to the lesson activities or both.

Standard 7: Engages in professional growth.

CRITERIA	<i>Distinguished</i>	<i>Proficient</i>	<i>Basic</i>	<i>Unsatisfactory</i>
A. Demonstrates habits and skills of continuous inquiry and learning.	Teacher makes a thoughtful assessment of a lesson's effectiveness and the extent to which instructional goals were achieved and cites many specific examples from the lesson to support the judgment. Drawing from an extensive repertoire of skills, the teacher offers specific alternative actions, complete with probable successes of different approaches. Teacher continuously seeks continuing educational opportunities in relation to an accurate assessment of his/her areas of needs.	Teacher makes an accurate assessment of a lesson's effectiveness and the extent to which instructional goals were achieved and can cite general references to support the judgment. Teacher makes a few specific suggestions about how to improve the lesson. Teacher seeks continuous education related to an accurate assessment of his/her areas of need.	Teacher has a generally accurate impression of a lesson's effectiveness and the extent to which instructional goals were achieved. Teacher makes general suggestions about how a lesson may be improved. Teacher seeks continuous education, but not necessarily related to an accurate assessment of his/her areas of need.	Teacher does not know if a lesson was effective or achieved its goals, or profoundly misjudges the success of a lesson. Teacher has no suggestions for how a lesson may be improved another time. Teacher does not seek continuous education.
B. Works collaboratively to improve professional practice and student learning.	Support and cooperation characterize relationships with colleagues. Teacher takes initiative in assuming leadership among the faculty. Teacher initiates important activities to contribute to the profession, such as mentoring, suggesting learning activities, or making presentations.	Support and cooperation characterize relationships with colleagues. Teacher participates actively in assisting other educators.	Teacher maintains cordial relationships with colleagues to fulfill the duties that the school or district requires. Teacher makes limited effort to share knowledge with others or to assume professional responsibilities.	Teacher's relationships with colleagues are negative or self-serving. Teacher makes no effort to share knowledge with others or to assume professional responsibilities.
C. Applies research, knowledge, and skills from professional development opportunities to improve practice.	Teacher seeks out opportunities for professional development and makes a systemic attempt to conduct action research in their classroom.	Teacher seeks out opportunities for professional development to enhance knowledge and pedagogical skills.	Teacher participates in professional activities to a limited extent when they are convenient.	Teacher engages in no professional development activities to enhance knowledge or skill.
D. Establishes and implements professional development plans based upon the teacher's needs aligned to the Iowa teaching standards and district/building student achievement goals.	Teacher has a continuous improvement plan for professional development that aligns with the Iowa teaching standards and the staff development goals outlined in the Comprehensive School Improvement Plan. The teacher implements the plan consistently and collaborates with building wide implementation.	Teacher has a continuous improvement plan for professional development that aligns with the Iowa teaching standards and the staff development goals outlined in the Comprehensive School Improvement Plan. The teacher implements the plan consistently.	Teacher has a continuous improvement plan for professional development that aligns with the Iowa teaching standards and the staff development goals outlined in the Comprehensive School Improvement Plan. Implementation of the plan is minimal.	Teacher has no professional development plan or the plan lacks alignment with the Iowa teaching standards or the staff development goals outlined in the Comprehensive School Improvement Plan.

Standard 8: Fulfills professional responsibilities established by the school district.

CRITERIA	Distinguished	Proficient	Basic	Unsatisfactory
A. Adheres to board policies, district procedures, and contractual obligations.	The teacher is active in framing Board policies, diocesan/building procedures, and contractual obligations and does not need a reminder of obligations in these areas.	The teacher is familiar with Board policies, diocesan/building procedures, and contractual obligations and is seldom reminded of obligations in these areas.	The teacher is vaguely familiar with Board policies, diocesan/building procedures, and contractual obligations and is sometimes reminded of obligations in these areas.	The teacher is unaware of Board policies, diocesan/building procedures, and contractual obligations and must be reminded of these areas on a regular basis.
B. Demonstrates professional and ethical conduct as defined by state law and district policy.	The teacher's professional or ethical practices follow the Iowa Code and/or diocesan/building policies and actively works to add improvements in these areas.	The teacher's professional or ethical practices follow the Iowa Code and/or diocesan/building policies.	Teacher exhibits a few questionable professional or ethical practices as established in the Iowa Code and/or diocesan/building policies and has to be reminded of their consequences.	Teacher exhibits some questionable professional or ethical practices as established in the Iowa Code and/or diocesan/building policies.
C. Contributes to efforts to achieve district and building goals.	The teacher connects what is happening in her/his classroom and the diocesan/building student achievement goals by instruction that implement the goals. Students are actively involved in the formation of activities to attain the goals.	Teacher makes the connection between what is happening in her/his classroom and the diocesan/building student achievement goals by designing instruction to implement the goals.	Teacher sees some connection between what is happening in her/his classroom and the diocesan/building student achievement goals.	Teacher sees little connection between what is happening in her/his classroom and the diocesan/building student achievement goals.
D. Demonstrates an understanding of and respect for all learners and staff.	Teacher demonstrates genuine caring and respect for individual students. Students exhibit respect for teacher as an individual, beyond that for the role.	Teacher-student interactions are friendly and demonstrate general warmth, caring and respect. Such interactions are appropriate to the developmental or cultural norms. Students exhibit respect for the teacher.	Teacher interactions are generally appropriate but may reflect occasional inconsistencies, favoritism, or disregard to the age or culture of the students. Students exhibit only minimal respect for the teacher.	Teacher interaction with at least some students is negative, demeaning, sarcastic, or inappropriate to the age or culture of the students. Students exhibit disrespect for the teacher.
E. Collaborates with students, families, colleagues, and communities to enhance student learning.	Teacher provides complete and frequent information to students, parents, and colleagues to enhance student achievement and the instructional program. Students participate in preparing materials for their families. Teacher helps formulate diocesan and building goals.	Teacher provides frequent information to students, parents, and colleagues as appropriate to enhance student learning and the instructional program.	Teacher participates in the school's activities for student, parent, and colleague communication but offers little additional information.	Teacher provides little information about the instructional program to enhance learning for students, parents, or colleagues.

Standard 9: Fulfills responsibility as faith community member.

CRITERIA	Distinguished	Proficient	Basic	Unsatisfactory
A. Gives evidence of valuing Catholic philosophy of education.	Thoroughly models in actions and words respect for individuals as creations of God and succeeds in having students do likewise. Makes a thorough connection to the formation of the mind, body, and soul of students.	Models in most actions and words respect for individuals as creations of God, and students often do likewise. Reaches out to the formation of the mind, body and soul of students.	Models in most actions and words respect for individuals as creations of God, and students often do likewise. Reaches out to the formation of the mind, body and soul of students.	Teacher illustrates minimal respect for students as creations of God. Does not attempt to form the mind, body and soul of students.
B. Gives on-going support to the development and learning of a Christian faith community among faculty and students.	Thoroughly and seamlessly integrates references to Catholicism and Christianity in one's lessons and interactions with others, and students do likewise. The use of classroom space clearly fosters the religious dimension of Catholic education. Has leadership roles in the religious activities of the community.	Regularly makes references to Catholicism and Christianity in one's lessons and interactions with other, and students do likewise. The use of classroom space fosters the religious dimension of Catholic education. Actively participates in the religious activities of the community.	Makes some references to Catholicism and Christianity in lessons and interactions with others, but they are inconsistent, at times erroneous, or seem forced. Classroom arrangement or decorations contain religious elements. Attends the religious activities of the community.	Does not make any references to Catholicism and Christianity in lessons or interactions with others. Classroom arrangement or decorations do not foster the religious dimension of Catholic education. Does not support the religious activities of the community.
C. Demonstrates commitment to the values of personal prayer and participation in community worship.	Successfully plans for and leads others in prayer and worship opportunities beyond those that are required or assigned, where applicable. Involves students in the planning and leadership roles, where applicable.	Successfully plans for and leads others in prayer and worship opportunities as required or assigned.	Actively participates in prayer and worship opportunities as required or assigned. Planning for and leading students in these activities is somewhat difficult and without confidence and flow.	Fails to lead students in prayer and worship opportunities. Does not participate in community prayer and worship opportunities.
D. Fosters apostolic consciousness and an awareness of Peace and Justice issues in students by witnessing to and encouraging Christian services.	Thoroughly and competently, based on Church teachings, addresses Peace and Justice issues with students. Gives witness to and encourages both "acts of mercy" and social action. Students initiate actions as well.	Regularly addresses Peace and Justice issues with students. Gives witness to and encourages both "acts of mercy" and social action.	Occasionally addresses Peace and Justice issues with students. Gives witness to and encourages "acts of mercy" or social action.	Does not discuss or address Peace and Justice issues with students. Does not encourage Christian service.
E. Fosters awareness of multicultural nonsexist issues as justice issues.	Lessons, classes, and interactions with others are free of cultural and gender biases. Uses examples in lessons as well as units that are multicultural and nonsexist. Thoroughly, competently based upon Church teachings, and successfully addresses cultural and gender biases in societies as justice issues. Students also can initiate and articulate discussions concerning these issues.	Lessons, classes, and interactions with others are free of cultural and gender biases. Uses examples in lessons as well as units that are multicultural and nonsexist. Regularly addresses cultural and gender biases in societies as justice issues with good results.	Lessons, classes, and interactions with others are free of cultural and gender biases. Uses multicultural nonsexist themed units. Attempts to address cultural or gender biases in societies as justice issues with inconsistent results.	Has cultural or gender biases in one's lessons, classes, or interactions with others. Does not address cultural or gender biases in societies as justice issues.

TIER II PORTFOLIO BASIC REQUIREMENTS

Individual Career Development Plan (3 plans—one each year)

- ◆ Must be tied to diocesan/building student achievement goals 7d, 8c
- ◆ May include an individual need aligned to the Diocesan/Iowa Teaching Standards and Criteria 7d

Individual Career Development Plan artifacts (3 years worth of artifacts tied to the plans)

- ◆ Evidence of implementation 1b, 7c
- ◆ Analysis of student performance data 1c, 5f
- ◆ Focus on improved student learning 1f, 7b, 8e

Summary Report (3 reports—one each year)

- ◆ Impact on student achievement 1f
- ◆ Impact on professional practice 7a, 7b
- ◆ Address the Diocesan/Iowa Teaching Standards and Criteria 7d
- ◆ Habits and skills of continuous inquiry and learning 7a

Pre-Observation Form (from year 3)

- ◆ Sets and communicates high expectations 3b
- ◆ Uses students' developmental needs, backgrounds and interests in planning for instruction 3c
- ◆ Application of research, knowledge and skills from professional development 7c, 7d
- ◆ Demonstrates habits of continuous inquiry and learning 7a

Lesson Plan for Observation (from year 3)

- ◆ District standards/benchmarks/curriculum 3a, 4a
- ◆ Expectations for social, behavior, and academic success 3b
- ◆ Research-based strategies to engage all students and address full range of cognitive levels 3d, 4b
- ◆ Resources used to develop and sequence instruction 3e
- ◆ Assessment that is aligned with instruction 5a

Observation Notes (from administrator during year 3)

- ◆ A classroom culture that supports the learning of every student 1d
- ◆ An environment of mutual respect, rapport, and fairness 1e
- ◆ Effective communication 1g
- ◆ Use of key concepts, themes, relationships, perspectives related to content area 2a
- ◆ Use of knowledge of student development to make learning experiences meaningful and accessible for every student 2b
- ◆ Relating ideas and information within and across content areas 2c
- ◆ Use of appropriate research-based instructional strategies 2d, 4b
- ◆ Communication of high expectations for social, behavioral, and academic success of all students 3b
- ◆ Aligned with diocesan curriculum 4a
- ◆ Flexibility and responsiveness in adjusting instruction to meet student needs 4c
- ◆ Engaging students in varied experiences 4d
- ◆ Connecting students' prior knowledge, experiences, and interests 4e
- ◆ Use of available resources 4f
- ◆ Creation of a learning community that encourages positive social interaction, active engagement, and self-regulation for every students 6a

- ◆ Establishing, communicating, modeling and maintaining standards of responsible student behavior 6b
- ◆ Classroom procedures and routines that support high expectation for student learning 6c
- ◆ Effective use of instructional time 6d
- ◆ Safe and purposeful learning environment 6e
- ◆ Respect for all learners and staff 8d
- ◆ Gives evidence of valuing Catholic philosophy of education. 9a

Post-Observation Form (from year 3)

- ◆ Demonstrates flexibility and responsiveness in adjusting instruction 4c
- ◆ Student work samples with substantive, timely, and constructive feedback 5e
- ◆ Implementation of professional development plans 7d

General Observable Criteria

- ◆ Participates in Parent/Teacher Conferences 1a
- ◆ Adheres to board policies, diocesan procedures, and contractual obligations 8a
- ◆ Demonstrates professional and ethical conduct 8b

Portfolio Addendum (completed once over the 3 years)

- ◆ Communicates assessment criteria and standards to all students and parents 5b
- ◆ Understands and uses the results of multiple assessments 5c
- ◆ Guides students in goal setting and assessing their own learning 5
- ◆ Demonstrates habits and skills of continuous inquiry and learning 7a
- ◆ Gives on-going support to the development and living of a Christian faith community among faculty and students. 9b
- ◆ Demonstrates commitment to the values of personal prayer and participation in community worship. 9c
- ◆ Fosters apostolic consciousness and an awareness of Peace and Justice issues in students by witnessing to and encouraging Christian service. 9d
- ◆ Fosters awareness of multicultural nonsexist issues as justice issues. 9e

POSSIBLE EVIDENCE FOR TIER II PORTFOLIOS

Standard 1

Demonstrates ability to enhance academic performance and support for implementation of the school district's student achievement goals.

The teacher:

- a. Provides evidence of student learning to students, families, and staff.
- b. Implements strategies supporting student, building, and district's goals.
- c. Uses student performance data as a guide for decision making.
- d. Accepts and demonstrates responsibility for creating a classroom culture that supports the learning of every student.
- e. Creates an environment of mutual respect, rapport, and fairness.
- f. Participates in and contributes to a school culture that focuses on improved student learning.
- g. Communicates with students, families, colleagues, and communities effectively and accurately.

The evidence:

- a. P/T Conferences
- b. ICDP data
- c. ICDP data
- d. Observation
- e. Observation
- f. ICDP data
- g. P/T Conferences/
Observation

Standard 2

Demonstrates competence in content knowledge appropriate to the teaching position.

The teacher:

- a. Understands and uses key concepts, underlying themes, relationships, and different perspectives related to the content area.
- b. Uses knowledge of student development to make learning experiences in the content area meaningful and accessible for every student.
- c. Relates ideas and information within and across content areas.
- d. Understands and uses instructional strategies that are appropriate to the content area.

The evidence:

- a. Observation
- b. Observation
- c. Observation
- d. Observation

Standard 3

Demonstrates competence in planning and preparing for instruction.

The teacher:

- a. Uses student achievement data, local standards, and the district curriculum in planning for instruction.
- b. Sets and communicates high expectations for social, behavioral, and academic success of all students.
- c. Uses students' developmental needs, backgrounds, and interests in planning for instruction.
- d. Selects strategies to engage all students in learning.
- e. Uses available resources, including technologies, in the development and sequencing of instruction.

The evidence:

- a. Lesson Plan/ICDP data
- b. Observation/Lesson Plan
- c. Pre-Observ. Form
- d. Lesson Plan
- e. Lesson Plan

Standard 4

Uses strategies to deliver instruction that meets the multiple learning needs of students.

The teacher:

- a. Aligns classroom instruction with local standards and district curriculum.
- b. Uses research-based instructional strategies that address the full range of cognitive levels.
- c. Demonstrates flexibility and responsiveness in adjusting instruction to meet student needs.
- d. Engages students in varied experiences that meet diverse needs and promote social, emotional, and academic growth.
- e. Connects students' prior knowledge, life experiences, and interests in the instructional process.
- f. Uses available resources, including technologies, in the delivery of instruction.

The evidence:

- a. Lesson Plan/Obs.
- b. Observation/Lesson Plan
- c. Observation
 - g. Observation
 - h. Observation
 - i. Observation

Standard 5

Uses a variety of methods to monitor student learning.

The teacher:

- a. Aligns classroom assessment with instruction.
- b. Communicates assessment criteria and standards to all students and parents.
- c. Understands and uses the results of multiple assessments to guide planning and instruction.
- d. Guides students in goal setting and assessing their own learning.
- e. Provides substantive, timely, and constructive feedback to students and parents.
- f. Works with other staff and building and district leadership in analysis of student progress.

The evidence:

- a. Lesson Plan, Classroom assessment
- b. Portfolio Addendum, communications with students and parents
- c. Portfolio Addendum, including student data and its impact on instruction seen in lesson plans
- d. Portfolio Addendum, incl. student work samples
- e. Student Work Samples and parent communication
- f. ICDP data

Standard 6

Demonstrates competence in classroom management.

The teacher:

- a. Creates a learning community that encourages positive social interaction, active engagement, and self-regulation for every student.
- b. Establishes, communicates, models, and maintains standards of responsible student behavior.
- c. Develops and implements classroom procedures and routines that support high expectations for student learning.
- d. Uses instructional time effectively to maximize student achievement.
- e. Creates a safe and purposeful learning environment.

The evidence:

- a. Observation
- b. Observation
- c. Observation
- d. Observation
- e. Observation

Standard 7

Engages in professional growth.

The teacher:

- a. Demonstrates habits and skills of continuous inquiry and learning.
- b. Works collaboratively to improve professional practice and student learning.
- c. Applies research, knowledge, and skills from professional development opportunities to improve practice.
- d. Establishes and implements Professional Development Plans based upon the teacher's needs aligned to the Iowa Teaching Standards and district/building student achievement goals.

The evidence:

- a. Portfolio Addendum
- b. ICDP data, log or meeting minutes
- c. ICDP data, observation
- d. ICDP data

Standard 8

Fulfills professional responsibilities established by the school district.

The teacher:

- a. Adheres to board policies, district procedures, and contractual obligations.
- b. Demonstrates professional and ethical conduct as defined by state law and district policy.
- c. Contributes to efforts to achieve district and building goals.
- d. Demonstrates an understanding of and respect for all learners and staff.
- e. Collaborates with students, families, colleagues, and communities to enhance student learning.

The evidence:

- a. Observation
- b. Observation
- c. ICDP data
- d. Observation
- e. ICDP data, P/T Conf.

Standard 9

Fulfills professional responsibilities as faith community member.

The teacher:

- a. Gives evidence of valuing Catholic philosophy of education.
- b. Gives on-going support to the development and living of a Christian faith community among faculty and students.
- c. Demonstrates commitment to the values of personal prayer and participation in community worship.
- d. Fosters apostolic consciousness and an awareness of Peace and Justice issues in students by witnessing to and encouraging Christian service.
- e. Fosters awareness of multicultural nonsexist issues as justice issues.

- a. observation
- b – e. portfolio
addendum

TIER III
Intensive Assistance Overview

Intensive Assistance is designed to provide clear intervention and remediation for experienced teachers whose job performance has been determined not to meet one or more of the Diocesan/Iowa Teaching Standards. The procedures are meant to provide a structured process for teachers who have been identified by the principal as needing additional assistance and support in order to attain an acceptable level of performance.

Throughout the entire time of a teacher's employment with the diocese, evaluators monitor the performance and will address concerns with the teacher as they arise. The decision regarding implementation of Intensive Assistance should be collaborative, but may be at the discretion of the evaluator(s). This plan is intended to provide the highest likelihood for professional improvement. This process may begin at any time. Because of the personal nature of this plan, confidentiality is expected of all participants.

Intensive Assistance is not available for failure to meet Standard 8 of the Diocesan/Iowa Teaching Standards because standard 8 deals with contracted and diocesan/district obligations.

****Note – Principals need to be aware of the timelines in the Catholic Educator's Handbook in the event of a recommendation for non-renewal.***

Tier III - Intensive Assistance Procedures

1. If, in the judgment of the administrator, an assistance phase is needed, such a decision may be made any time during the evaluation cycle.
2. The Tier III, Intensive Assistance Phase will begin with a formal meeting between the administrator and the teacher. During this meeting the administrator will convey to the teacher (in writing) the specific standard(s) not being met, including the information and evidence used as a basis for this judgment. Also during this meeting, the administrator and teacher will partner and have an open conversation about the components of a remediation plan for improving performance.
3. The elements of the plan shall consist of the following:
 - A. Action Plan: Identification of the improvement goal and specific steps to reach that goal;
 - B. Timeline: Specific checkpoints/endpoint;
 - C. Success Measure or Assessment Method: A description of how the administrator will determine whether there has been adequate improvement in the teacher's area of deficiency.
4. At the request of, or in agreement with the teacher, an assistance team may be created by the administrator. The team will consist of people who may have expertise or experience in the performance area(s) in which the teacher is in need of improvement. (Ex: other administrators, AEA consultants, other personnel with evaluation training, or other teachers.)
5. If an assistance team is created, the administrator will convene the initial meeting of the assistance team and the teacher. The role of the assistance team will be to use data and information provided by the administrator and teacher to assist in developing a planned approach to help the teacher improve his/her performance in relation to the Iowa Teaching Standards and any additional standards adopted by the diocese. The administrator's decision will be final if no consensus can be reached.
6. The duration of an assistance plan will vary; however, it may not be more than twelve months. The plan may be discontinued early upon determination by the administrator that the teacher has met his/her goal(s).
7. After the assistance plan has been completed, the administrator will complete a final summary and make one of the following recommendations:
 - A. The concern is resolved and the teacher returns to the Tier II;
 - B. Progress is noted; changes or modifications have been made to the existing plan
 - C. Concerns are not resolved or insufficient progress has been made; a recommendation for discharge or termination will follow.
8. All documentation will become part of the staff member's personnel file.

Tier III - Intensive Assistance Plan

Teacher: _____ Date: _____

Date(s) of Informal Discussions: <i>Text boxes are in Microsoft word. Just insert text and box will expand to fit size of text.</i>	
Identification of Specific Concern(s) Related to the following Iowa Teaching Standards: 	
Information and Evidence Documenting the Specific Concern(s): 	
Goals:	
Actions to Be Taken:	Timeline:
<i>Additional rows may be inserted using the table feature.</i>	
Evidence of meeting the goal(s): 	
Next Meeting Date: 	

Administrator's Signature: _____ Date: _____

Teacher's Signature: _____ Date: _____

Signature of the teacher does not indicate that the teacher agrees with the content, only that he/she has received a copy.

TIER III INTENSIVE ASSISTANCE FINAL SUMMARY

Teacher: _____

Date: _____

Meeting Dates: _____

Plan Outcomes:

Comments regarding the Diocesan/Iowa Teaching Standards:

Future considerations:

Teacher's comments:

Evaluator's comments:

Evaluator's recommendation:

- CONCERN RESOLVED, RETURN TO TIER II
- PROGRESS NOTED, CHANGES OR MODIFICATIONS HAVE BEEN MADE TO THE EXISTING PLAN
- CONCERNS ARE NOT RESOLVED OR INSUFFICIENT PROGRESS, RECOMMENDATION FOR TERMINATION OR NON RENEWAL OF CONTRACT

Evaluator's Signature and Date: _____

Teacher's Signature and Date: _____

Signature of the teacher does not indicate that the teacher agrees with the content, only that he/she has received a copy.