

Wenatchee School District Classroom Teacher Evaluation Criteria Summary - Draft

Criterion #1 OBSERVABLE	Criterion #2 OBSERVABLE	Criterion #3
EXPECTATIONS: The teacher communicates high expectations for student learning.	INSTRUCTION: The teacher uses research-based instructional practices to meet the needs of all students.	DIFFERENTIATION: The teacher acquires and uses specific knowledge about students' cultural, intellectual, and social development to adjust their practice by employing strategies that advance learning.
1.1 The teacher develops, aligns, and communicates clear learning targets (daily) and goals with scales (long term) that communicate high expectations for learning.	2.1 The teacher helps students interact with new knowledge.	3.1 The teacher uses knowledge of individual student learning needs to design instruction.
1.2 The teacher provides opportunities for students to self-reflect and track progress toward learning goals.	2.2 The teacher helps students practice and deepen their understanding of new knowledge.	3.2 The teacher meets individual student learning needs.
1.3 The teacher celebrates student success.	2.3 The teacher helps students transfer and apply new knowledge.	
	2.4 The teacher asks questions of <i>all</i> students with the same frequency and depth.	
	2.5 The teacher probes incorrect answers of <i>all</i> students in the same manner.	
	2.6 The teacher uses various methods to engage students.	
	2.7 The teacher identifies appropriate academic vocabulary aligned to the learning target and uses various strategies for student acquisition.	
	2.8 The teacher reflects and evaluates the effectiveness of instructional performance.	

Criterion #4	Criterion #5 OBSERVABLE	Criterion #6
CONTENT KNOWLEDGE: The teacher uses content area knowledge, learning standards, appropriate pedagogy and resources to design and deliver curricula and instruction to impact student learning.	LEARNING ENVIRONMENT: The teacher fosters and manages a safe and inclusive learning environment that takes into account physical, emotional, and intellectual well-being.	ASSESSMENT: The teacher uses multiple data elements (both formative and summative to plan, inform, and adjust instruction and evaluate student learning.
4.1 The teacher has a comprehensive understanding of the subject(s) taught.	5.1 The teacher organizes a safe, physical layout of the classroom to facilitate movement and focus on learning.	6.1 The teacher uses multiple data elements to modify instruction.
4.2 The teacher skillfully uses the adopted curriculum.	5.2 The teacher reviews expectations regarding rules and procedures to ensure effective execution.	6.2 The teacher uses multiple data elements to design and modify appropriate student assessments.
4.3 The teacher has a comprehensive understanding of the standards.	5.3 The teacher builds positive relationships with students.	6.3 The teacher can show that the students in his/her classroom have made growth and/or met course or grade level standards using multiple measures.
4.4 The teacher plans and prepares for use of traditional instructional materials and technology.	5.4 The teacher demonstrates value and respect for all students.	

Criterion #7	Criterion #8
FAMILIES and COMMUNITY: The teacher communicates and collaborates with students and families and all educational stakeholders in an ethical and professional manner to promote student learning.	PROFESSIONAL PRACTICE: The teacher participates collaboratively in the educational community to improve instruction, advance the knowledge and practice of teaching as a profession, and ultimately impact student learning.
7.1 The teacher communicates with parents/guardians/school/community in a timely and professional manner regarding courses, programs, school events and grade level expectations.	8.1 The teacher collaborates with colleagues about student learning and instructional practices.
7.2 The teacher communicates individual student progress to parents/guardians in a timely and professional manner, and collaborates with parents and students to support student learning.	8.2 The teacher displays dependability through active participation.
	8.3 The teacher adheres to district and school rules and procedures.
	8.4 The teacher participates in district and school initiatives.
	8.5 The teacher pursues professional development.
	8.6 The teacher meets growth targets identified in annual professional goals.

Note: Shaded areas have the greatest impact on student learning.