

MSAD #46 TEACHER EVALUATION SYSTEM

Overall Professional Practice

DOMAINS 1-4

Classroom Strategies and Behaviors (required)
Planning and Preparing
Reflecting on Teaching
Collegiality and Professionalism

SCORED VIA OBSERVATION

Formal (Administrator Only)
Informal (Administrator, Coach, Teacher)
Walkthrough (Administrator, Coach, Teacher)
No minimum amount of observations required

FINAL SUMMATIVE RATING

Innovating = 4
Applying = 3
Developing = 2
*Beginning = 1 (Automatic Action Plan)

Not Using = 0

REQUIRED ELEMENTS

None

PRO TIP

Evaluate yourself 2-3 times per year! It's a great way to reflect and "check in" on your personal and professional growth.

MSAD #46 TEACHER EVALUATION SYSTEM

Deliberate Practice

DOMAIN 1

Classroom Strategies and Behaviors

SCORED VIA OBSERVATION

Formal (Administrator Only)

Minimum of three (3) formal observations

Focused on Target Elements (minimum 3)

FINAL SUMMATIVE RATING

Innovating = 4

Applying = 3

Developing = 2

*Beginning = 1 (Automatic Action Plan)

Not Using = 0

REQUIRED ELEMENTS

I.I: Providing Rigorous Learning Goals and Scales (Rubrics)

PRO TIP

Use the Resource Library in iObservation (www.effectiveeducators.com) to deepen your understanding of your target elements.

MSAD #46 TEACHER EVALUATION SYSTEM

Student Growth

STUDENT LEARNING OBJECTIVES

Pre-Assessment (based on learning goal)

Identify student growth target

Instruct

Formatively monitor progress

Post-Assessment (based on learning goal)

Chart growth

Reflect and develop plan for next steps

SCORED VIA CONVERSATION

Teacher will provide evidence of student growth

Teacher and Evaluator will discuss the evidence

Teacher and Evaluator will agree on a summative rating.

FINAL SUMMATIVE RATING

Innovating = 4

Applying = 3

Developing = 2

*Beginning = 1 (Automatic Action Plan)

Not Using = 0



PRO TIP

Use a Proficiency Scale or Capacity Matrix! It simplifies the process and connects to our proficiency-based learning transition work!

Effective Technology Integration

ISTE STANDARDS

Empowered learner

Digital citizen

Knowledge constructor

Innovative designer

Computational thinker

Creative communicator

SCORED VIA CONVERSATION

Teacher will provide evidence of effective technology integration based on ISTE standards
Teacher and Evaluator will discuss the evidence
Teacher and Evaluator will agree on a summative rating.

FINAL SUMMATIVE RATING

Innovating = 4

Applying = 3

Developing = 2

*Beginning = 1 (Automatic Action Plan)

Not Using = 0



PRO TIP

Create and encourage the use of digital portfolios to help your students track their own progress and empower themselves in their learning!

MSAD #46 TEACHER EVALUATION SYSTEM

Student Surveys

SURVEY FREQUENCY

Teacher discretion/choice

SURVEY QUESTIONS

Based on elements from the Marzano Teacher Evaluation Model

Questions should be written at an age-appropriate level

SCORED VIA CONVERSATION

Teacher will provide evidence of student survey results based on elements in the Marzano Teacher Evaluation Model.

Teacher and Evaluator will discuss the evidence
Teacher and Evaluator will agree on a summative rating.

FINAL SUMMATIVE RATING

Innovating = 4

Applying = 3

Developing = 2

*Beginning = 1 (Automatic Action Plan)

Not Using = 0



PRO TIP

Focus the culture of your classroom on feedback and growth vs. grading and evaluation. That way the students will feel more empowered to give you honest feedback.