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.
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
1.1: 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!
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.