

CERTIFICATED PERFORMANCE REPORT

Name of Certificated Employee: _____ Date: _____

Building/Assignment: _____ Time Observed: _____

Activities Observed: _____

Purpose of this form (check one): ☐ Observation Report ☐ scheduled ☐ unscheduled

☐ Evaluation Report ☐ (1st) ☐ (2nd) ☐ (3rd) ☐ (4th) ☐ (5th) ☐ (6th)

Directions:

- Use one form for each observation or evaluation.
- An evaluation shall include a minimum of two supporting scheduled or un-scheduled observation reports.
- A needs Improvement shall identify specific needed skills, knowledge, and practices.
- An evaluation with an unsatisfactory shall result in a plan of improvement.
- Supervisors may add narrative comments and suggestions following the listed criteria.

O = Outstanding S = Satisfactory N = Needs improvement U = Unsatisfactory

1. INSTRUCTIONAL SKILLS:	O	S	N	U
The certificated classroom teacher demonstrates, in his or her performance, a competent level of knowledge and skill in designing and conducting an instructional experience. (#) = 21 st	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. CLASSROOM MANAGEMENT:	O	S	N	U
The certificated classroom teacher demonstrates, in his or her performance, a competent level of knowledge and skill in organizing the physical and human elements in the educational setting.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. EFFORT TOWARD IMPROVEMENT WHEN NEEDED:	O	S	N	U
The certificated classroom teacher exhibits, in his or her performance, evidence of having a theoretical background and knowledge of the principles and methods of teaching, and a commitment to education as a profession.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. PROFESSIONAL PREPARATION, SCHOLARSHIP AND PARTICIPATION:	O	S	N	U
The certificated classroom teacher demonstrates an awareness of his or her limitations and strengths, and demonstrates continued professional growth.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

5. HANDLING OF STUDENT DISCIPLINE AND ATTENDANT PROBLEMS:	O	S	N	U
The certificated classroom teacher demonstrates the ability to manage the non-instructional, human dynamics in the educational setting.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. INTEREST IN TEACHING ALL PUPILS:	O	S	N	U
The certificated classroom teacher demonstrates an understanding of and commitment to each pupil, taking into accounts each individual's unique background and characteristics.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. KNOWLEDGE OF SUBJECT MATTER:	O	S	N	U
The teacher demonstrates a depth and breadth of knowledge of theory and content in general education and subject matter specialization(s) appropriate to the elem. or secondary level(s).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. IMPLEMENTS ADOPTED CURRICULUMS	O	S	N	U
Daily lessons, planning and instruction consistently adhere to District Adopted Curriculum / State Adopted Guidelines.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. ADDITIONAL COMMENDATIONS AND CONCERNS:				

Evaluation as supported by a minimum of two observation reports is: ☐ Satisfactory ☐ Unsatisfactory

Supervisor: _____ Date: _____

Certificated Employee: _____ Date: _____

Signature does not imply agreement, only that the evaluation was presented and discussed. This document will be placed in the employee's personnel file. The employee has a right to attach comments relating to this performance report.

Specific 21st Century Criteria and Sources

1. INSTRUCTIONAL SKILLS: The certificated classroom teacher demonstrates, in his or her performance, a competent level of knowledge and skill in designing and conducting an instructional experience. Students know the learning targets and what is required to meet them (1a). Students know the progression of learning to reach the learning targets (1b). Students know how to access additional support when needed (1c). Students engage in developmentally appropriate learning activities (2a). Students have adequate time to consider dilemmas, come up with answers and work on learning tasks that appropriately challenge their thinking (3b). Students understand the relationship between the learning targets and the assessments used (7a). Students know assessment is fair and equitable (7b). Students are active participants in the assessment of their learning with their teacher (9a). The teacher checks on own effectiveness during instruction (18a). The teacher determines effectiveness after instruction (18b).

2. CLASSROOM MANAGEMENT: The certificated classroom teacher demonstrates, in his or her performance, a competent level of knowledge and skill in organizing the physical and human elements in the educational setting. Teacher adheres to required District reporting for employees and students. Students work individually and in groups using effective skills and strategies (5b). Students take part in deciding classroom rules and consequences (in alignment with existing building and district policies) (10a). Students know classroom routines and proper handling of learning materials (10b). Students apply good study/work skills, habits, and attitudes to direct their own learning, materials, and time (12a). The teacher engages a parent in multiple roles in their children's learning (17b). The teacher identifies and meets needs of the traditionally under-served populations (17c).

3. EFFORT TOWARD IMPROVEMENT WHEN NEEDED: The certificated classroom teacher exhibits, in his or her performance, evidence of having a theoretical background and knowledge of the principles and methods of teaching, and a commitment to education as a profession. The teacher receives and responds to feedback from students, parents, administrators, colleagues, and community partners (18c). The teacher collects, analyzes, and shares evidence of how professional growth impacts student learning (19c). The teacher sets personal career goals (19d). The teacher participate in professional activities (21d).

4. PROFESSIONAL PREPARATION, SCHOLARSHIP AND PARTICIPATION: The certificated classroom teacher demonstrates an awareness of his or her limitations and strengths, and demonstrates continued professional growth. Teacher is an active and productive participant in school and district improvement. * The teacher analyzes his/her practices using standard and educational research (19a). The teacher plans effective methods to accomplish areas for growth and development (19b). The teacher sets personal career goals (19d). The teacher participates in professional activities (21d).

5. HANDLING OF STUDENT DISCIPLINE AND ATTENDANT PROBLEMS: The certificated classroom teacher demonstrates the ability to manage the non-instructional, human dynamics in the educational setting. Students understand and demonstrate appropriate leaning behavior (10c). Students follow routine for orderly movement within the classroom and make proficient transitions between activities (10d). The teacher advocates equity, ethics, integrity, excellence, and respect to support all members of the educational community (20d).

6. INTEREST IN TEACHING ALL PUPILS: The certificated classroom teacher demonstrates an understanding of and commitment to each pupil, taking into accounts each individual's unique background and characteristics. The certificated classroom teacher demonstrates enthusiasm for or enjoyment in working with pupils. Students, while in your class, are exposed to cultural diversity (14a). Students, while in your class, know their cultural identity is respected and respect the cultural identity of others (14b). Teachers help students connect their background and experiences to build bridges to leaning content (14c).

7. KNOWLEDGE OF SUBJECT MATTER: The teacher demonstrates a depth and breadth of knowledge of theory and content in general education and subject matter specialization(s) appropriate to the elementary and/or secondary level(s). The teacher teaches the Essential Learnings/Grade Level Expectations* The teacher knows and implements the content for each subject she/he teaches (20a). The teacher implements research-based best teaching practices in subject area (20c).

8. IMPLEMENTS ADOPTED CURRICULUMS Daily lessons, planning and instruction consistently adhere to District Adopted Curriculum / State Adopted Guidelines. Use of Technology and other media support District Adopted Curriculum. Students use culturally respectful leaning materials and curriculum and develop an awareness of bias (14d). Students actively lean about diverse roles and career opportunities in the community (15b). The teacher uses data in continuous refinement of the school-wide instructional program (21a).