

Antioch Unified School District
ANNUAL GOALS AND OBJECTIVES

Teacher: _____

Initial Conference Date: _____

School: _____

Date(s) of Approved Change(s) _____

Signature of Evaluatee: _____

Signature of Evaluator: _____

The elements used for evaluation of performance will be in accordance with the criteria mutually agreed upon by the evaluator and the evaluatee at the initial conference.

1. ADHERENCE TO CURRICULUM	The employee's knowledge, understanding and organization of subject matter to maximize student learning and attain curricular objectives (CSTP Standard 3)	
<p>Understanding and Organizing Subject Matter for Student Learning (<i>Check area of focus</i>)</p> <ul style="list-style-type: none"> <input type="checkbox"/> Demonstrates knowledge of subject matter and student development <input type="checkbox"/> Develops student understanding through instructional strategies within & across subject matter areas <input type="checkbox"/> Seeks consultation and advice for additional strategies and ideas when needs of a particular student exceed expertise <input type="checkbox"/> Uses materials, resources, and technologies to make subject matter accessible to students 	Objective/Plans for Growth	Evidence/Method to Measure Objective

<p>2. INSTRUCTIONAL TECHNIQUES AND STRATEGIES</p>	<p>The instructional techniques and strategies used by the employee to engage and support all students in learning (CSTP Standards 1 and 4)</p>	
<p>Engaging and Supporting All Students In Learning</p> <ul style="list-style-type: none"> ❑ Connect students’ prior knowledge, life experiences, and interests with learning goals ❑ Uses a variety of instructional strategies and resources to respond to student’s diverse needs ❑ Facilitates learning experiences by discussing/clarifying lesson content with student during the appointment time <p>Planning Instruction and Designing Learning Experiences for All Students</p> <ul style="list-style-type: none"> ❑ Engages students in problem solving, critical thinking, and other activities that make subject matter meaningful ❑ Draws on and values students’ backgrounds, interests, and developmental learning needs when planning elective courses ❑ Develops and sequences instructional activities and materials for student learning that are in alignment with master agreements and course contracts 	<p>Objective/Plans for Growth</p>	<p>Evidence/Method to Measure Objective</p>

ENVIRONMENT	(CSTP Standard 2)	
<p>Creating and Maintaining Effective Environments for Student Learning</p> <ul style="list-style-type: none"> ❑ Creates a physical environment that engages all students ❑ Flexible in scheduling when necessary to achieve particular instructional objectives within reasonable limits and state guideline ❑ Maintains school standards for student behavior (e.g. dress code and cell phone policies) ❑ Follows the guidelines for folder procedures and attendance policy ❑ Adheres to student intervention policy ❑ Uses appointment times effectively 	Objective/Plans for Growth	Evidence/Method to Measure Objective

4. PUPIL PROGRESS	Progress toward the established standards of expected pupil achievement at each grade level in each area of study and if applicable, towards the state adopted academic content standards as measured by state adopted criteria referenced assessments (CSTP Standard 5)	
<p>Assessing Student Learning</p> <ul style="list-style-type: none"> ❑ Supports and communicates to parents learning goals/progress for all students ❑ Collects and uses multiple sources of information to assess student learning including but not limited to: STAR testing, skills tutor, Datawise, and various rubrics 	Objective/Plans for Growth	Evidence/Method to Measure Objective

<p>Developing As A Professional Educator</p> <ul style="list-style-type: none"> ❑ Models organizational skills expected of students ❑ Demonstrates teamwork approach in offering assistance to others when needed ❑ Demonstrates efforts to gain greater knowledge of the profession (e.g. attend classes, workshops, conferences, professional meetings, etc.) 	<p>Objective/Plans for Growth</p>	<p>Evidence/Method to Measure Objective</p>
---	-----------------------------------	---

6. OTHER RELATED RESPONSIBILITIES

The employee's performance of non-instructional duties and responsibilities including those which are supervisory/advisory and prescribed by the Board of Education in accordance with the Agreement between the District and the AEA

<p>Fulfills responsibilities as a member of a professional community.</p> <ul style="list-style-type: none"> ❑ Performs work related assignments/duties in a professional manner ❑ Works with colleagues to improve professional practice via formal and informal committees and work groups ❑ Is prompt and accurate with reports and records ❑ Is fair, firm and consistent when addressing student behavioral issues ❑ Uses confidential information for professional purposes only ❑ Adheres to Board Policy and Administrative Rules regarding job description. 	<p>Specific Responsibilities</p>	<p>Evidence/Method to Measure Objective</p>
---	----------------------------------	---

<p>7. FOLDER CHECK REQUIRED</p>	<p>The employee's performance on items required by the District and State of California to assure compliance (Required area for every year)</p>	
<p>Fulfills responsibilities in a consistent manner</p> <ul style="list-style-type: none"> ❑ <u>Master Agreements</u> written and followed according to District & State Mandates ❑ <u>Assignment Sheets/Progress Reports</u> properly completed ❑ <u>Record of Contacts</u> page completed according to independent study guidelines ❑ <u>Credit Earned Page</u> kept up to date/scores grades recorded ❑ <u>Learning Guides/Course Contracts</u> followed per State and District Standards ❑ Homework evaluated and "blue dotted" 	<p>Specific Responsibilities</p>	<p>Evidence/Method to Measure Objective</p>