

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.

<p>1. ADHERENCE TO CURRICULUM</p>	<p>The employee's knowledge, understanding and organization of subject matter to maximize student learning and attain curricular objectives (CSTP Standard 3)</p>	
<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, content and student development <input type="checkbox"/> Organizes curriculum to support student understanding of subject matter <input type="checkbox"/> Interrelates ideas and information within and across subject matter areas <input type="checkbox"/> Develops student understanding through instructional strategies that are appropriate to the subject matter and to the students <input type="checkbox"/> Uses materials, resources and technologies to make subject matter accessible to students. 	<p>Objective/Plans for Growth</p>	<p>Evidence/Method to Measure Objective</p>

Engaging and Supporting All Students In Learning	Objective/Plans for Growth	Evidence/Method to Measure Objective
<p>Engaging and Supporting All Students In Learning</p> <ul style="list-style-type: none"> ❑ Connects students’ prior knowledge, life experience and interests with learning goals ❑ Uses a variety of instructional strategies, materials, resources and techniques to respond to students’ diverse needs ❑ Facilitates learning experiences that promote autonomy, interaction and choice ❑ Engages students in problem solving, critical thinking and other activities that reveal depth and meaning of the subject ❑ Promotes self-directed, reflective learning for all students <p>Planning Instruction and Designing Learning Experiences for All Students</p> <ul style="list-style-type: none"> ❑ Draws on and values students’ prior knowledge, life experiences, interests and developmental learning needs to connect students to learning ❑ Establishes, articulates and communicates learning goals for all students ❑ Develops and sequences instructional activities and materials for student learning ❑ Designs short-term and long-term plans to foster student learning ❑ Modifies instructional plans to adjust for student needs 		

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 supports all students in learning ❑ Establishes a climate that promotes fairness and respect ❑ Promotes social development and group responsibility ❑ Establishes and maintains standards of student behavior ❑ Plans and implements classroom procedures and routines that support student learning ❑ Uses instructional time 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"> ❑ Establishes and communicates learning goals for all students ❑ Collects and uses multiple sources of information to assess student learning ❑ Involves and guides all students in assessing their own learning ❑ Uses results of assessments to guide instruction ❑ Communicates with students, families and other audiences about student progress 	Objective/Plans for Growth	Evidence/Method to Measure Objective

GROWTH

The employee's development as a professional educator (CS 116)

Developing As A Professional Educator

- ❑ Reflects on teaching practices and plans professional development
- ❑ Establishes professional goals and pursues opportunities to grow professionally
- ❑ Works with communities to improve professional practice
- ❑ Works with families to improve professional practice
- ❑ Works with colleagues to improve professional practice

Objective/Plans for Growth

Evidence/Method to Measure Objective

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 scheduled duties and fulfills responsibilities in professional manner ❑ Is prompt and accurate with reports and records ❑ Is punctual and responsible in performance of assigned duties ❑ Uses confidential information for professional purposes only ❑ Performs duties without absences so frequent that interfere with student learning ❑ Presents a professional, neat and clear appearance ❑ Shows firm, fair and consistent behavior in working with and in disciplining students and using appropriate techniques ❑ Adheres to Board policy and Administrative Rules regarding job descriptions 	Specific Responsibilities	Evidence/Method to Measure Objective