



WSD CERTIFICATED EVALUATION CRITERIA

CRITERION 1: INSTRUCTIONAL SKILL

The teacher demonstrates competency (knowledge and skill) in designing and conducting a learning experience.

1.1 Teacher implements and differentiates rigorous and developmentally appropriate curriculum and demonstrates ethnic, gender, cultural and socioeconomic understandings.

UNSATISFACTORY		SATISFACTORY	
INDICATOR	1 - BELOW STANDARD	2 – MEETS STANDARD	3 – EXCEEDS STANDARD
1.1.A Differentiates instruction based on students' prior knowledge, experiences, interests and skills	Teacher does not differentiate instruction based on students' prior knowledge, experiences, interests and skills.	Teacher differentiates instruction based on students' prior knowledge, experiences, interests and skills. Teacher helps students progress through grade-level content and work on assignments that are differentiated.	Meets standard, and in addition, students can articulate their individual learning needs through independent use of learning materials and engagement in activities. They are able to communicate the relevance of what they are learning.
1.1.B Engages students in rigorous and developmentally appropriate curriculum.	Teacher does not implement rigorous and developmentally appropriate curriculum.	Teacher engages students in rigorous and developmentally appropriate curriculum.	Meets standard, and in addition, teacher provides support for students to become resourceful and independent learners. Students independently seek support for assistance, remediation, acceleration, and enrichment.
1.1.C Demonstrates the relationship between individual lesson objectives and long-term scope of the content.	Teacher does not help students understand the relationship between individual lesson objectives and long-term scope of the content.	Teacher helps students understand the relationship between individual lesson objectives and long-term scope of the content. Teachers help students to understand when they have met learning objectives and to develop their awareness of what is needed to move to the next level.	Meets standard, and in addition, students can articulate the required learning objectives. Students who have met learning objectives move to the next level independently.
1.1.D Integrates ethnic, gender, cultural and socioeconomic understandings into instructional design.	Teacher does not integrate ethnic, gender, cultural and socioeconomic understandings into instructional design.	Teacher integrates ethnic, gender, cultural and socioeconomic understandings into instructional design. Teacher builds awareness of how instructional materials and resources either do or do not reflect respect for people of all backgrounds.	Meets standard, and in addition, students demonstrate an understanding of the difference between respectful and demeaning language, comments and portrayals.



WSD CERTIFICATED EVALUATION CRITERIA

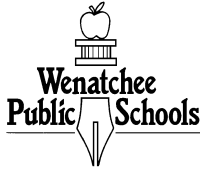
INSTRUCTIONAL SKILL continued

1.2 Teacher designs lessons that provide students with varied and appropriate levels of thinking and doing (i.e. Bloom's Taxonomy).

UNSATISFACTORY		SATISFACTORY	
INDICATOR	1-BELOW STANDARD	2 – MEETS STANDARD	3 – EXCEEDS STANDARD
1.2.A Designs lessons that provide students with varied and appropriate levels of thinking and doing (i.e. Bloom's Taxonomy).	Teacher does not design lessons that provide students with varied and appropriate levels of thinking and doing (i.e. Bloom's Taxonomy).	Teacher designs lessons that provide students with varied and appropriate levels of thinking and doing (i.e. Bloom's Taxonomy).	Meets standard, and in addition, teacher provides opportunities for students to articulate their thinking strategies.
1.2.B Provides opportunities for student reflection about their learning.	Teacher does not provide opportunities for student reflection about their learning.	Teacher provides opportunities for student reflection about their learning.	Meets standard, and in addition, students use reflection opportunities to increase their learning.

1.3. Teacher integrates technology when appropriate into instruction and assessment.

INDICATOR	1 - BELOW STANDARD	2 – MEETS STANDARD	3 – EXCEEDS STANDARD
1.3.A Integrates a variety of available technologies available to them, when appropriate, for instruction and assessment.	Teacher does not integrate a variety of available technologies, when appropriate, for instruction and assessment.	Teacher integrates a variety of available technologies, when available and appropriate, for instruction and assessment. Students have access to technology as it is integrated into instruction and assessment.	Meets standard, and in addition, teacher provides opportunities for students to use technology and apply their technology skills.



WSD CERTIFICATED EVALUATION CRITERIA

INSTRUCTIONAL SKILL continued

1.4. Teacher advises and involves students in assessing their progress toward the required District and State learning targets through the use of student achievement and performance data.

UNSATISFACTORY		SATISFACTORY	
INDICATOR	1 -BELOW STANDARD	2 – MEETS STANDARD	3 – EXCEEDS STANDARD
1.4.A Provides opportunities for students to use achievement data for self-reflection.	Teacher does not provide opportunities for students to use achievement data for self-reflection.	Teacher provides opportunities for students to use achievement data for self-reflection. Teacher helps students identify their strengths, areas for growth and set personal goals and plans to reach learning targets.	Not applicable
1.4.B Uses achievement and performance data to involve students in assessing their progress toward District and State learning targets.	Teacher does not use achievement and performance data to involve students in assessing their progress toward District and State learning targets.	Teacher communicates the learning targets. Teacher uses achievement and performance data to involve students in assessing their progress toward District and State learning targets.	Not applicable

1.5 Teacher helps prepare students to become active participants in a democratic society by providing opportunities to participate and work together as members of a team.

INDICATOR	1 - BELOW STANDARD	2 – MEETS STANDARD	3 – EXCEEDS STANDARD
1.5.A Provides opportunities for students to learn and work together as members of a team.	Teacher does not provide opportunities for students to learn and work together as members of a team.	Teacher provides opportunities for students to learn and work together collaboratively as members of a team. Teacher helps students collaborate as members of a team.	Meets standard, and in addition, students evaluate the effectiveness of their teamwork.
1.5.B Encourages students to be actively engaged in their learning.	Teacher does not encourage students to be actively engaged in their learning.	Teacher encourages students to be actively engaged in their learning.	Meets standard, and in addition, students actively promote and facilitate each other's classroom participation.



WSD CERTIFICATED EVALUATION CRITERIA

CRITERION 2: LEARNING ENVIRONMENT

The employee organizes and manages the physical space, equipment and materials, and human interactions in the classroom in order to establish and maintain a positive, safe and student-focused learning environment.

2.1 Teacher assures safe arrangement, maintenance and access to space, equipment and materials in order to facilitate both individual and group learning in a safe and orderly environment.

INDICATOR	UNSATISFACTORY		SATISFACTORY	
	1- BELOW STANDARD	2 – MEETS STANDARD	3 – EXCEEDS STANDARD	
2.1.A Assures safe arrangement and maintenance of physical space, equipment and materials	Teacher does not assure safe arrangement and maintenance of physical space, equipment and materials.	Teacher assures safe arrangement and maintenance of physical space, equipment and materials.	Not applicable	
2.1.B Provides all students access to learning materials and/or physical resources	Teacher does not provide all students access to learning materials and/or physical resources	Teacher provides all students access to learning materials and/or physical resources	Meets standard, and in addition, both teacher and students contribute to the organization and maintenance of classroom spaces and materials.	
2.1.C Arranges physical space to facilitate both individual and group learning.	Teacher does not arrange physical space to suit the lesson, nor adjust lessons to suit the physical space.	Teacher arranges physical space to suit the lesson, or adjusts lessons to suit the physical space.	Meets standard, and in addition, students adjust the physical space to advance their own learning when appropriate.	

2.2 Teacher demonstrates respect and fair treatment for all students and their individual differences.

INDICATOR	1 -BELOW STANDARD	2 –MEETS STANDARD	3 – EXCEEDS STANDARD
2.2.A Demonstrates respect and fairness toward all students and personally knows and encourages them.	Teacher does not demonstrate respect and fairness toward all students and does not personally know and encourage them.	Teacher demonstrates respect and fairness toward all students and personally knows and encourages them..	Not applicable



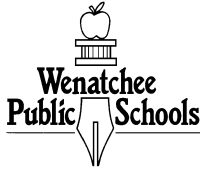
WSD CERTIFICATED EVALUATION CRITERIA

2.2 Teacher demonstrates respect and fair treatment for all students and their individual differences. (continued)

UNSATISFACTORY		SATISFACTORY	
INDICATOR	1 - BELOW STANDARD	2 – MEETS STANDARD	3 – EXCEEDS STANDARD
2.2.B Teaches respect for self and others	Teacher does not teach respect for self and others nor does he/she correct inappropriate student interactions.	Teacher teaches respect for self and others and he/she corrects inappropriate student behavior.	Meets standard, and in addition, students demonstrate respect for themselves and one another.
2.2.C Establishes an environment that shows respect for individual differences.	Teacher does not establish an environment that shows respect for individual differences.	Teacher establishes an environment that shows respect for individual differences.	Meets standard, and in addition, students help maintain a respectful environment.

2.3. Teacher establishes classroom expectations and routines to promote learning and appropriate student interactions with peers.

INDICATOR	1 - BELOW STANDARD	2 – MEETS STANDARD	3 – EXCEEDS STANDARD
2.3.A Effectively manages instructional groups	Teacher does not effectively manage instructional groups.	Teacher effectively manages instructional groups.	Meets standard, and in addition, students working in groups are self-directed.
2.3.B Establishes clear expectations for student behavior	Teacher does not establish clear expectations for student behavior.	Teacher establishes clear expectations for student behavior.	Meets standard, and in addition, students help establish clear standards for class behavior.
2.3.C Monitors and responds appropriately to student behavior	Teacher does not monitor nor respond appropriately to student behavior	Teacher monitors and responds appropriately to student behavior	Meets standard, and in addition, students monitor their own and their peers' behavior, correcting one another respectfully.



WSD CERTIFICATED EVALUATION CRITERIA

CRITERION 3: EDUCATIONAL LEADERSHIP

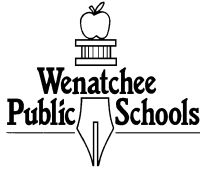
The teacher provides leadership for District and building programs.

3.1 Teacher’s professional goals, instructional goals and curriculum align with District and building mission, vision and action plans.

UNSATISFACTORY		SATISFACTORY	
INDICATOR	1- BELOW STANDARD	2 - MEETS STANDARD	3 - EXCEEDS STANDARD
3.1.A Supports District and building mission, vision and action plans through professional and instructional goals	Teacher does not support District and building mission, vision and action plans through professional and instructional goals.	Teacher participates in developing and supporting District and building mission, vision and action plans through professional and instructional goals.	Meets standard, and in addition, teacher provides leadership in development and implementation of District and building continuous improvement efforts.
3.1.B Follows District adopted curriculum or professional content standards when no District adopted curriculum exists.	Teacher does not follow District adopted curriculum or professional content standards when no District adopted curriculum exists.	Teacher follows District adopted curriculum or professional content standards when no District adopted curriculum exists.	Meets standard, and in addition, teacher provides leadership in development and implementation of District, grade level and or program curriculum.

3.2 Teacher demonstrates professionalism by completing routine tasks in a timely and accurate manner.

INDICATOR	1 - BELOW STANDARD	2 - MEETS STANDARD	3 - EXCEEDS STANDARD
3.2.A Maintains and provides accurate and timely records and reports, and meets deadlines	Teacher does not maintain or provide accurate and timely records and reports, and does not meet deadlines	Teacher maintains and provides accurate and timely records and reports, and meets deadlines	Meets standard, and in addition, teacher makes system changes that improve the maintenance of accurate and timely records.
3.2.B Enforces District/school rules and regulations	Teacher does not enforce District /school rules and regulations.	Teacher enforces District/school rules and regulations.	Not applicable



WSD CERTIFICATED EVALUATION CRITERIA

3.2 Teacher demonstrates professionalism by completing routine tasks in a timely and accurate manner. (continued)

UNSATISFACTORY		SATISFACTORY	
INDICATOR	1 - BELOW STANDARD	2 – MEETS STANDARD	3 – EXCEEDS STANDARD
3.2.C Shares school responsibilities and supervision	Teacher does not participate in supervision and shared school responsibilities during the contract day.	Teacher participates in supervision and handles assigned shared school responsibilities during the contract day.	Not applicable
3.2.D Attendance meets WSD Fitness to Work policy #5254	Teacher attendance does not meet WSD Fitness to Work policy #5254	Teacher attendance meets WSD Fitness to Work policy #5254	Not applicable

3.3 Teacher meets, communicates, and collaborates with colleagues, building and district teams and administrators in a professional manner.

INDICATOR	1 - BELOW STANDARD	2 – MEETS STANDARD	3 – EXCEEDS STANDARD
3.3.A Attends and participates in required meetings and is consistently on time	Teacher does not attend nor participate in required meetings and is not consistently on time.	Teacher attends and participates in required meetings and is consistently on time.	Meets standard, and in addition, teacher often directs and/or presents at meetings.
3.3.B Communicates and collaborates with colleagues in a professional manner. Decisions are made in consultation with others and implemented.	Teacher does not communicate nor collaborate with colleagues in a professional manner. Decisions are often made in isolation or group decisions are not implemented.	Teacher communicates and collaborates with colleagues in a professional manner. Decisions are made in consultation with others and implemented.	Meets standard, and in addition, teacher facilitates communication and/or collaboration by leading teams.

3.4 Teacher evaluates his/her own performance through feedback and reflection.

INDICATOR	1 - BELOW STANDARD	2 – MEETS STANDARD	3 – EXCEEDS STANDARD
3.4.A Utilizes reflection to implement improved instructional practice	Teacher does not utilize reflection to improve instructional practice.	Teacher uses reflection to improve instructional practice.	Meets standard, and in addition, teacher participates in appropriate instructional team and school-wide reflection.

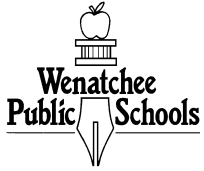


WSD CERTIFICATED EVALUATION CRITERIA

CRITERION 4: SCHOLARSHIP AND PROFESSIONAL RESPONSIBILITIES

As a learner in this profession, the teacher demonstrates knowledge of educational theory, methods of teaching, subject matter, legal and ethical responsibilities, and professionalism in all communications.

INDICATOR	UNSATISFACTORY		SATISFACTORY	
	1-BELOW STANDARD		2 – MEETS STANDARD	3 – EXCEEDS STANDARD
4.1 Teacher possesses and maintains competence and working knowledge of his/her subject area(s).				
4.1.A Pursues continued professional development including input from colleagues to enhance professional practice	Teacher does not pursue continued professional development nor include input from colleagues to enhance professional practice.		Teachers pursues continued professional development including input from colleagues to enhance professional practice	Meets standard, and in addition, mentors and/or instructs other staff.
4.2 Teacher knows and understands current legal and ethical issues.				
4.2.A Maintains confidentiality	Teacher does not maintain confidentiality.		Teacher maintains confidentiality.	Not applicable
4.2.B Applies knowledge of current legal and ethical issues	Teacher does not apply knowledge of current legal and ethical issues.		Teacher applies knowledge of current legal and ethical issues.	Not applicable
4.3 Teacher appropriately responds to intra-school communication obligations.				
4.3.A Responds to intra-school communications in a timely and professional manner	Teacher does not respond to intra-school communications in a timely and professional manner.		Teacher responds to intra-school communications in a timely and professional manner.	Not applicable



WSD CERTIFICATED EVALUATION CRITERIA

CRITERION 5: STUDENT/PARENT/COMMUNITY COMMUNICATION

The teacher communicates with students and parents and represents a professional image of the school and the district to the community.

UNSATISFACTORY		SATISFACTORY	
INDICATOR	1- BELOW STANDARD	2 - MEETS STANDARD	3 - EXCEEDS STANDARD
5.1.A Provides course, program and/or grade level expectations and standards to students and parents	Teacher does not provide course, program and/or grade level expectations and standards to students and parents.	Teacher provides course, program and/or grade level expectations and standards to students and parents.	Not applicable
5.1.B Communicates progress to students in a timely manner allowing the student to set his/her academic goals and chart/monitor his/her progress.	Teacher does not communicate progress to students in a timely manner allowing the student to set his/her academic goals and chart/monitor his/her progress.	Teacher communicates progress to students in a timely manner allowing the student to set his/her academic goals and chart/monitor his/her progress.	Meets standard, and in addition, students utilize the feedback to adjust their learning goals.
5.1.C Communicates with students and parents in a timely and professional manner	Teacher does not communicate with students and parents in a timely and professional manner.	Teacher communicates with students and parents in a timely and professional manner.	Meets standard, and in addition, teacher utilizes technology or other means to foster two-way communication with students and parents.
5.1.D Communicates student progress to parents in a timely manner and utilizes parental feedback in support of student learning	Teacher does not communicate student progress to parents in a timely manner nor utilize parental feedback in support of student learning.	Teacher communicates student progress to parents in a timely manner and utilizes parental feedback in support of student learning.	Not applicable
5.1.E Takes responsibility for understanding and accurately communicating school and District programs and initiatives	Teacher does not take responsibility for understanding and accurately communicating school and District programs and initiatives.	Teacher takes responsibility for understanding and accurately communicating school and District programs and initiatives.	Meets standard, and in addition, teacher takes a leadership role in promoting and implementing the school's and District's continuous improvement efforts.