

Teacher Growth & Evaluation Plan

School Name

School Year

Teacher Name



Strand I Planning and Preparation

- *Strives to be a continual Learner of pedagogy and subject matter.*
- 1a. Strives to remain educationally current regarding effective teaching.
- *Creates a learning environment that addresses different student needs.*
- 2a. Are cognizant to the needs of students and adjusts instruction when necessary.
- 2b. Implements a variety of activities that are appropriate for time allocations.
- *Formulates and promulgates learner goals that align with instruction prior to teaching the lesson.*
- 3a. Implements daily plans that represent high expectations, critical thought, and an interconnection among different content areas.
- 3b. Strives to think through the lesson so instructional goals and learning activities align.
- *Supplements the lesson with various learning activities.*
- 4a. Supplements the lesson with additional resources that relate to the content in the textbook and state standards.
- *Uses a mix of formative and summative assessment techniques and instruments.*
- 5a. Instruction is adjusted to respond to students' need and abilities.
- 5b. Lessons designed to allow for more than one way to assess students.

Reflective Activity

Teacher Growth Notes	Teacher Comments
<p>Purposeful Planning: How might that look...?</p> <p>How am I going to demonstrate meeting individual students' needs...?</p> <p>What types of formative assessments work best for this lesson...?</p> <p>Why?</p> <p>How may my lesson planning propel me to improve upon my pedagogy...?</p>	

Administrators' Narrative Notes & Comments on Progress

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Administrators' Narrative Notes & Comments on Progress

Strand II Classroom Environment

- *Creates a culture of mutual care and genuine concern.*
 - 6a. Respects and serves the children.
 - 6b. Display a genuine care and concern for the general welfare of all students.
- *Creates a culture of order and predictability.*
 - 7a. Reviews, posts, and teaches about classroom rules to keep disruptions to a minimum.
 - 7b. Differentiates between errors of timing and target.
 - 7c. Affirms the parent for choosing the school and projects an attitude that the child is accepted into the classroom for whom they are.

Reflective Activity

Teacher Growth Notes	Teacher Comments
<p>Classroom Environment:</p> <p>How may I create a culture of mutual care and genuine concern...?</p> <p>What worked or did not work with my classroom management plan...?</p> <p>How might I make my classroom management plan more effective for all students...?</p> <p>What may I do better to communicate my classroom management to parents...?, To students...?</p>	

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Administrators' Narrative Notes & Comments on Progress

Strand III Instruction

- *Engages students in various modalities of learning.*
- 8a. Provide a balance between linguistic and non-linguistic instruction.
- *Challenges students to develop higher levels of thinking.*
- 9a. Create a culture of inquiry.
- 9b. Questions asked align with the content material being taught and vary in depth.
- 9c. Asks quality questions to evoke student participation and interest.
- *Adjusts instruction to meet the needs of students' interests, ability levels, and developmental stages.*
- 10a. Balance the lesson objectives to accommodate the diversity of interest and developmental stages of learners.
- *Creates and uses instructional rubrics to inform students what is expected.*
- 11a. Utilize an academic and behavior rubrics that identify behavioral and academic benchmarks for students.
- *Assesses and tracks student mastery of content.*
- 12a. Students are assessed differently and on a regular basis.
- 12b. Teacher keeps track of student mastery of content on a regular basis.
- *Uses technology to extend the curriculum.*
- 13a. Teacher integrates curricula with high-level uses of technology.

Reflective Activity

Teacher Growth Notes Instruction	Teacher Comments
How could I have better taught this lesson...?	
Why might I prefer a different method of instruction...?	
What method might I use next time...?	
What other background information would have been appropriate...?	
Did I challenge students to investigate the content further by posing some higher level thinking questions...?	
If not, what may they be for future lessons...?	

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Administrators' Narrative Notes & Comments on Progress

Strand IV Professional Responsibilities

- *Develops healthy and positive relationships with colleagues, parents, and students.*

14a. Communicates effectively and correctly in oral and in written form.

14b. Strives to develop relationships with parents and students.

- *Advocates for those effective instructional practices on a school-wide basis.*

15a. Reflect an appreciation and importance for the subject matter being taught.

15b. Invests oneself to a life of service for their vocation.

Reflective Activity

Teacher Growth Notes	Teacher Comments
<p>Professional Responsibilities:</p> <p>What are my plans to better communicate with...? Students? Parents? Colleagues? Administration?</p> <p>How might I take a lead in helping teachers improve...?</p> <p>Engaging parents in more involvement in...?</p> <p>How might my classroom reflect my personal philosophy toward education...?</p> <p>Toward my commitment to life-long learning...?</p>	

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Administrators' Narrative Notes & Comments on Progress

Strand V – Integrating the Faith

- Shepherds and guides young adults and children through the proper application of Law and Gospel in issues of discipline.
- 16a. Respond to adults, each other, parents, and students with Christian care and mutual respect.
- 16b. Are thankful for opportunity to be in ministry and fellowship with other colleagues.
- Strive to take an evangelistic mindset regarding congregational and school discipleship.
- 17a. Understands and embraces the role of 'student recruiter' and seeks opportunity to invite others to church.
- Attends church regularly, partakes in Holy Communion, in daily devotions, Bible study and prayer often.
- 18a. Are active in worship, Bible study, and church functions.

Reflective Activity

Teacher Growth Notes	Teacher Comments
<p>Professional Responsibilities:</p> <p>How could I better shepherd... Students? Parents? Colleagues? Administration?</p> <p>How might I take a lead in helping recruit students...? Congregational members...?</p>	

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Administrators' Narrative Notes & Comments on Progress

Proposed Teacher Growth & Evaluation Plan
Indiana District

Strand VI Data-Driven Decisions

Part I – Test Data

ISTEP Scores

NWEA Scores

Other

Part II – Data-Driven Decisions

Walkthroughs

Reflective Activity

**Teacher Growth
Notes**

**Data-Driven
Decisions:**

What are some ways I
can get students to
show mastery of
content...?

What alternate forms of
feedback best help this
student to develop
mastery...?

How can I better help
parents understand
how their child is
performing on state
standards...?

How might my
assessment better align
with measuring
competency for the
state standard...?

Teacher Comments

Administrators' Narrative Notes & Comments on Progress

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Teacher Comments

Administrators' Narrative Notes & Comments on Progress

Proposed Teacher Growth & Evaluation Plan
Indiana District

Teacher Goals:

Strand I – Planning and Preparation

- 1. What do you need to successfully implement your growth plan?*
- 2. How will know if you were successful in completing this goal?*
- 3. What is your plan to complete your goals?*

Goal:

Goal:

Strand II – Classroom Environment

Goal:

Goal:

Strand III – Instruction

Goal:

Goal:

Strand IV – Professional Responsibilities

Goal:

Goal:

Strand V – Integrating the Faith

Goal:

Goal:

List professional development activities taken or will take in the near future:

- 1.
- 2.
- 3.

Administrator's Signature _____

Teacher's Signature _____

Date _____

Proposed Teacher Growth & Evaluation Plan
Indiana District

Additional Notes

Proposed Teacher Growth & Evaluation Plan
Indiana District

References

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