Performance Criteria
for
Teacher Professional Growth

***Below are suggestions for documentation to include in your
Performance Based Evaluation portfolio.
Include a variety of activities and artifacts (see accompanying list).***

1. Demonstrates a commitment to **_professional growth_** that supports the district's vision, mission and goals.

> *Activity:*
> - Study group
> - Collaboration (ex: grade level, content area, cadres, etc.)
> - Action research
> - Peer coaching
> - Workshops
> - Graduate coursework
> - Reflection on practices (ex: journaling, videotaping)
> - Grant implementation
> - National Board Certification process

2. Selects **_materials_** considering student's **_prior knowledge_**, skills, learning styles and readiness to learn to implement the district's curriculum based on performance **_standards_**.

> *Activity:*
> - RAD strategies
> - Better Answers format
> - Graphic organizers
> - Brain based research
> - Cooperative learning
> - Differentiated instruction
> - Balanced literacy
> - Assessment tools
> - Standards based math
> - Integration of technology
> - Balance literacy

3. Ensures students acquire the knowledge and skills to **_gather, analyze and apply_** information and ideas.

> *Activity*
> - Inquiry based lesson
> - Research projects

4. Ensures students acquire knowledge and skills to ***communicate effectively*** within and beyond the classroom. (Show-Me Standard 2)

> ### *Activity*
> - Oral/written/multimedia communications and presentations
> - Cooperative learning
> - Home/School communication (ex: journaling, logs, etc.)
> - Performance presentations (ex: debate visual, and performing arts, etc.)

5. Ensures students acquire the knowledge and skill to ***recognize and solve problems.*** (Show-Me Standard 3)

> ### *Activity*
> - Standards based math
> - RAD strategies
> - Peer mediation
> - Peer tutoring
> - Support groups
> - Student community service projects

6. Ensures students acquire the knowledge and skills to make decisions and act as ***responsible members of society.*** (Show –Me Standard 4)

> ### *Activity*
> - Teambuilding activities
> - Cooperative learning
> - Implementation of Integrated Thematic Instruction (ITI)
> - At-risk interventions
> - Facilitating student leadership (ex: student council, honors programs)

7. Uses appropriate and ***effective techniques, strategies and skills*** to engage student in learning activities.

> ### *Activity*
> - Marzano strategies
> - RAD strategies
> - Brain based strategies
> - Cooperative learning
> - Inquiry based learning
> - Balanced literacy
> - At-risk interventions
> - Standards based math
> - Effective lesson design

8. Creates an environment that provides opportunities for appropriate social interaction as a part of student learning to maximize ***student engagements and relationships.***

> *Activity*
> - Cooperative learning
> - Teambuilding activities
> - Character education
> - Implementation of Integrated Thematic Instruction (ITI)
> - At-risk intervention
> - Support groups

9. ***Manages student behavior*** in an appropriate and constructive manner in order to promote a positive, purposeful and safe environment.

> *Activity*
> - BIST
> - Implementation of Integration Thematic Instruction (ITI)
> - Care Team
> - Character education
> - Love and Logic
> - Support groups

10. Uses ongoing ***assessment*** to monitor and reflect on the effectiveness of activities and learning experiences.

> *Activity*
> - Action research
> - Student portfolio
> - Authentic assessments
> - Student conferencing

11. Promotes and demonstrates positive ***interpersonal relationships*** with students, parents and other school personnel.

> *Activity*
> - Home/School communication and support
> - Student conferences
> - Collaboration
> - Home visits

12. ***Communicates effectively*** and provides feedback ***to students, parents and staff*** as appropriate.

> *Activity*
> - Student/parent communication
> - Parent conferences
> - Collaboration
> - Formal presentations

13. Follows the ***policies and procedures*** of the building and the district.

> *Activity*
> - Professional development
> - Growth in district initiatives
> - Adherence to district policies

Listed below are examples of ***artifacts*** that may be used to document your work.

- Student work samples
- Photos of student work
- Collaboration forms
- Handouts/notes from trainings
- Journals
- Class syllabi
- Transcript
- Lesson plans
- Unit plans
- Assessments
- Scoring tools
- Assessment tracking forms
- Videotapes
- Anecdotal records
- Newsletters
- Student Success Plans
- Student/parent contact logs
- Conferencing logs
- Documentation from administrators
- Feedback from observations