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

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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

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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

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