



GLENN COUNTY OFFICE OF EDUCATION CERTIFICATED INSTRUCTIONAL PERFORMANCE EVALUATION

Name:	Site/Program:	Date employee received final evaluation document by employer:	Conference Date:
Review Period: From: To:	Status: Probationary 1 Probationary 2 Temp. Permit Intern Permanent		
Guide to Ratings: N/A – Element is Not Applicable	1. Unsatisfactory	2. Needs to Improve or Developing Practice	3. Meets or Exceeds Standards

INITIAL CONFERENCE: 90 calendar days from the start of school or employment	INTERIM CONFERENCE: For Unsatisfactory Performance to be held by January 31	FINAL CONFERENCE: Complete by March 15
Evaluatee Signature Date	Evaluatee Signature Date	Evaluatee Signature Date
Evaluator Signature Date	Evaluator Signature Date	Evaluator Signature Date
Secondary Evaluator Signature (if needed) Date	Secondary Evaluator Signature (if needed) Date	Secondary Evaluator Signature (if needed) Date

	1. Element is Not Applicable	2. Unsatisfactory	3. Needs to Improve or Developing Practice	4. Meets or Exceeds Standards		1. Element is Not Applicable	2. Unsatisfactory	3. Needs to Improve or Developing Practice	4. Meets or Exceeds Standards
<p align="center">Teaching Standard 1</p> <p>ENGAGING AND SUPPORTING ALL STUDENTS IN LEARNING (Assessed by one or more of the following: reflection, observation, documentation, or conferences).</p>					<p align="center">Teaching Standard 2</p> <p>CREATING AND MAINTAINING EFFECTIVE ENVIRONMENTS FOR STUDENT LEARNING (Assessed by one or more of the following: reflection, observation, documentation, or conferences).</p>				
Element 1.1 Connecting students' prior knowledge, life experience and interests with learning goals					Element 2.1 Creating a physical environment that engages all students.				
Element 1.2 Using a variety of instructional strategies and resources to respond to students' diverse needs					Element 2.2 Establishing a climate that promotes fairness and respect				
Element 1.3 Facilitating learning experiences that promote autonomy, interaction and choice					Element 2.3 Promoting social development and group responsibility				
Element 1.4 Engaging students in problem solving, critical thinking and/or other activities that make subject matter meaningful					Element 2.4 Establishing and maintaining standards for student behavior				
Element 1.5 Promoting self-directed, reflective learning for all students.					Element 2.5 Planning and implementing classroom procedures and routines that support student learning				
Overall Standard Rating					Element 2.6 Using instructional time effectively				
SUMMARY (activities and evidence)					Overall Standard Rating				
					SUMMARY (activities and evidence)				

<p align="center">Teaching Standard 3</p> <p>UNDERSTANDING AND ORGANIZING SUBJECT MATTER FOR STUDENT LEARNING (Assessed by one or more of the following: reflection, observation, documentation, or conferences)</p>	1. Element is Not Applicable	2. Unsatisfactory	3. Needs to Improve or Developing Practice	4. Meets or Exceeds Standards
Element 3.1 Demonstrating knowledge of subject matter content and student development				
Element 3.2 Organizing curriculum to support student understanding of the subject matter				
Element 3.3 Interrelating ideas and information within and across subject matter areas				
Element 3.4 Developing student understanding through instructional strategies that are appropriate to the subject matter				
Element 3.5 Using materials, resources, and technologies to make subject matter accessible to students				
Overall Standard Rating				
SUMMARY (activities and evidence)				

<p align="center">Teaching Standard 4</p> <p>PLANNING INSTRUCTION AND DESIGNING LEARNING EXPERIENCES FOR ALL STUDENTS (Assessed by one or more of the following : reflection, observation, documentation, or conferences)</p>	1. Element is Not Applicable	2. Unsatisfactory	3. Needs to Improve or Developing Practice	4. Meets or Exceeds Standards
Element 4.1 Drawing on the valuing students' backgrounds, interests and developmental learning needs				
Element 4.2 Establishing and articulating goals for student learning				
Element 4.3 Developing and sequencing instructional activities and materials for student learning				
Element 4.4 Designing short-term and long-term plans to foster student learning				
Element 4.5 Modifying instructional plans to adjust for student needs				
Overall Standard Rating				
SUMMARY (activities and evidence)				

<p align="center">Teaching Standard 5</p> <p>ASSESSING STUDENT LEARNING (Assessed by one or more of the following: reflection, observation, documentation, or conferences)</p>	1. Element is Not Applicable	2. Unsatisfactory	3. Needs to Improve or Developing Practice	4. Meets or Exceeds Standards
Element 5.1 Establishing and communicating learning goals for all students				
Element 5.2 Collecting and using multiple sources of information to assess student learning				
Element 5.3 Involving and guiding all students in assessing their own learning				
Element 5.4 Using the results of assessments to guide instruction				
Element 5.5 Communicating with students, families, agencies, and other appropriate audiences about student progress				
Overall Standard Rating				
SUMMARY (activities and evidence)				

<p align="center">Teaching Standard 6</p> <p>DEVELOPING AS A PROFESSIONAL EDUCATOR (Assessed by one or more of the following: reflection, observation, documentation, or conferences)</p>	1. Element is Not Applicable	2. Unsatisfactory	3. Needs to Improve or Developing Practice	4. Meets or Exceeds Standards
Element 6.1 Reflecting on teaching practice and planning professional development				
Element 6.2 Establishing professional goals and pursuing opportunities to grow professionally				
Element 6.3 Working with communities to improve professional practice				
Element 6.4 Working with families to improve professional practice				
Element 6.5 Working with colleagues to improve professional practice				
Element 6.6 Balancing professional responsibilities and maintaining motivation				
Overall Standard Rating				
SUMMARY (activities and evidence)				

	1. Element is Not Applicable	2. Unsatisfactory	3. Needs to Improve or Developing Practice	4. Meets or Exceeds Standards
General Employee Expectations				
1. Complies with GCOE established rules, regulations, policies, contracts, and laws.				
2. Maintains positive relationship with others.				
3. Demonstrates professionalism.				
4. Demonstrates competent time and work management skills.				
5. Maintains positive relationships with students.				
OVERALL				
SUMMARY:				
OVERALL EVALUATION				
1.	Unsatisfactory: Requires Performance Improvement Plan on Performance Evaluation.			
2.	Needs to Improve: Requires Performance Improvement Plan on Performance Evaluation Developing Practice (For Interns and Probationary Teachers): Document areas of Growth.			
3.	Meets or Exceeds Standards			

Evaluator Comments and Recommendations: