

Appendix A6
Teacher Self Reflection with Data Indicators 2015-2016
End of Year Conference with Guiding Questions
Electronically submit to evaluator five (5) days before final conference.

Student Learning Achievement Measures: 45%
To be completed by teacher

Review of academic goals: For each of the academic goals, please describe your progress relative to the indicators of academic growth.

Goal One:

To what extent did you meet the established targets on your indicator of academic growth? Did most students meet the indicators within a few points on either side of the target? What actions did you take that contributed to the student progress? What, if anything, got in the way? What most contributed to the results?

Evaluator Notes:

Scoring Rubric:

Below Standard	Developing	Accomplished	Exemplary
A few students met the target(s) but a substantial percentage of students did not. Little progress toward the goal was made.	Many students met the target(s) but a notable percentage missed the target by more than a few points. However, taken as a whole, some progress towards the goal was made.	The predicted % of students met the targeted outcome (within a few points on either side of the target(s).)The predicted % of students met the targeted outcome (within a few points on either side of the target(s).)	A greater percentage of students than predicted met or exceeded the targeted outcome

Using the rubric above, which best describes the performance of the students?

Below standard 1	Developing 2	Accomplished 3	Exemplary 4
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Goal 1 (22.5%) = _____

Teacher Self Reflection with Data Indicators
Student Learning Achievement Measures: 45%
To be completed by teacher

Review of academic goals: For each of the academic goals, please describe your progress relative to the indicators of academic growth.

Goal Two:

To what extent did you meet the established targets on your indicator of academic growth? Did most students meet the indicators within a few points on either side of the target? What actions did you take that contributed to the student progress? What, if anything, got in the way? What most contributed to the results?

Evaluator Notes:

Scoring Rubric:

Below Standard	Developing	Accomplished	Exemplary
A few students met the target(s) but a substantial percentage of students did not. Little progress toward the goal was made.	Many students met the target(s) but a notable percentage missed the target by more than a few points. However, taken as a whole, some progress towards the goal was made.	The predicted % of students met the targeted outcome (within a few points on either side of the target(s).)	A greater percentage of students than predicted met or exceeded the targeted outcome.

Using the rubric above, which section best describes the students' performance?

Below standard 1	Developing 2	Accomplished 3	Exemplary 4
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Goal 2 (22.5%) =

Student Feedback: Whole School or Teacher Level
Whole School Student Learning Indicator: 5%

What were the results? To what extent did we (you) achieve the goals? Provide data.
(For whole school student feedback, this section would be completed by the evaluator. For classroom level, this section would be completed by the teacher.)

What did you do to contribute to these results? What might be done differently? Where should we go next?
(This section to be completed by the teacher.)

Scoring Rubric:

Below Standard	Developing	Accomplished	Exemplary
Did not meet the goal	Partially met the goal	Met the goal	Exceeded the goal

Using the rubric for this 5%, where would you situate the results? Circle one number.

Below standard 1	Developing 2	Accomplished 3	Exemplary 4
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Student Feedback (5%) =

Overall Student Outcomes and Learning Rating: *(This section is the responsibility of the evaluator.)*

At this point, Student Learning Achievement Measures and the Whole School Student Learning components are combined. Combining the 45% +5% for the **50%**, where would we situate the results?

Below standard 1	Developing 2	Accomplished 3	Exemplary 4
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50% =

Teacher Performance and Practice (40%)

Review the overall rubric of the *CT Rubric for Effective Teaching*. What have been your greatest successes in teaching? Your greatest challenges? Consider all your observations and use the data collected/reviewed throughout the year to estimate where your rating for each domain would fall.

Domain 1: Classroom Environment, Student Engagement and Continuous Learning

Teacher Rating for Domain 1?

Evaluator Rating for Domain 1?

Domain 2: Planning for Active Learning

Teacher Rating for Domain 2?

Evaluator Rating for Domain 2?

Domain 3: Instruction for Active Learning

Teacher Rating for Domain 3?

Evaluator Rating for Domain 3?

Domain 4: Professional Responsibilities and Teacher Leadership

Teacher Rating for Domain 4?

Evaluator Rating for Domain 4?

Scoring Rubric:

Below Standard	Developing	Accomplished	Exemplary
Two or more ratings below standard	Minimum of two accomplished ratings and not more than one rating below standard	Minimum of three accomplished ratings and no rating below standard	Minimum of three exemplary ratings and no rating below accomplished

Across all four domains, use the rubric to best describes the teacher's practice?

Below Standard 1	Developing 2	Accomplished 3	Exemplary 4
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Formal and informal observations (**40%**) =

Parent Feedback (10%)

Here are the results of our school's parent goal: *(Evaluator insert or attach schoolwide results.)*

Did the school meet the goal? What did you do to contribute to these results? What might be done differently? Where should we go next? *(This section to be completed by teacher)*

Scoring Rubric

Below Standard	Developing	Accomplished	Exemplary
Did not meet the goal	Partially met the goal	Met the goal	Exceeded the goal

Use the rubric to best determine where to situate the results? Circle

Below standard 1	Developing 2	Accomplished 3	Exemplary 4
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Parent Feedback (10%) =

Overall Teacher Performance and Practice Rating

At this point, Teacher Performance and Practice results (40%) and the Parent Feedback results (10%) are combined. Combining the two (40% + 10%), for 50%, where would we situate the results?

Below Standard 1	Developing 2	Accomplished 3	Exemplary 4
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40% + 10% =

Teacher Final Summative Rating: *(This page is the responsibility of the evaluator.)*

Teacher Name _____ Date _____

Transfer the rating for each component to this first matrix. Use this data to arrive at a FINAL RATING below.

Category	45%	5%	40%	10%
Actual Ratings E-Exemplary A- Accomplished D-Developing BS-Below Std.				
Overall Ratings	50% Achievement Outcomes		50% Performance and Practice	

FINAL RATING					
Identify the rating for each focus area and follow the respective column and row to the center of the table. The point of intersection indicates the summative rating. If the two focus areas are highly discrepant then the evaluator would examine the data and gather additional information in order to then move to making the final rating.					
		Teacher Performance and Practice Rating			
		Exemplary	Accomplished	Developing	Below Standard
<i>Student Outcomes and Learning Rating</i>	Exemplary	Exemplary	Exemplary	Accomplished	<i>Gather Further Information</i>
	Accomplished	Accomplished	Accomplished	Accomplished	<i>Gather further Information</i>
	Developing	Accomplished	Accomplished	Developing	Below Standard
	Below Standard	Gather Further Information	Gather Further Information	Below Standard	Below Standard

If rated “Developing” or “Below Standard,” what are the next steps?

Signed: _____ (Evaluator) Signed: _____ (Teacher)

Date: _____ Date: _____

This page to be forwarded for filing the in the teacher's personnel file.

LEARN Rubric Quick Review Sheet 2014-2015

For Goals One and Two (45%)

Below Standard	Developing	Accomplished	Exemplary
A few students met the target(s) but a substantial percentage of students did not. Little progress toward the goal was made.	Many students met the target(s) but a notable percentage missed the target by more than a few points. However, taken as a whole, progress towards the goal was made.	The predicted % of students met the targeted outcome (within a few points on either side of the target(s).)	A greater percentage of students than predicted met or exceeded the targeted outcome

For student feedback (5%)

Below Standard	Developing	Accomplished	Exemplary
Did not meet the goal	Partially met the goal	Met the goal	Exceeded the goal

For Classroom Observations, Informal Observations and Reviews of Practice (40%)

Below Standard	Developing	Accomplished	Exemplary
Two or more ratings below standard	Minimum of two accomplished ratings and not more than one rating below standard	Minimum of three accomplished ratings and no rating below standard	Minimum of three exemplary ratings and no rating below accomplished

For Parent Feedback (10%)

Below Standard	Developing	Accomplished	Exemplary
Did not meet the goal/improvement targets	Partially met the goal/improvement targets	Met the goal/improvement targets	Exceeded the goal/improvement targets