Beginning Teacher
Comprehensive Evaluation
Summative Evaluation Form

Teacher: _____ Folder #: _____ | Observation Date(s) & Time(s)

Evaluator: _____ Folder #: _____ | _____ _____

School: _____ | _____ _____

Grade Level: _____ Year: 1 2 3 | _____ _____

Subjects: _____

Directions:
In the narrative under each standard, the evaluator should incorporate and address each criterion.

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1. Demonstrates ability to enhance academic performance and support for and implementation of the school district's student achievement goals.
The teacher:
a. Provides evidence of student learning to student, families, and staff.
b. Implements strategies supporting student, building, and district goals.
c. Uses student performance data as a guide for decision making.
d. Accepts and demonstrates responsibility for creating a classroom culture that supports the learning of every student.
e. Creates an environment of mutual respect, rapport, and fairness.
f. Participates in and contributes to a school culture that focuses on improved student learning.
g. Communicates with student, families, colleagues, and communities effectively and accurately.

Evidence to support attainment of or failure to meet standard: _____	Circle one:
_____	Meets Standard
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_____	Does Not Meet Standard
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❑ Additional documentation/artifacts applicable to this standard are attached as Appendix A-1

2. Demonstrates competence in content knowledge appropriate to the teaching position.

The teacher:

a. Understands and uses key concepts, underlying themes, relationships, and different perspectives related to the content area.
b. Uses knowledge of student development to make learning experiences in the content area meaningful and accessible for every student.
c. Relates ideas and information within and across content areas.
d. Understands and uses instructional strategies that are appropriate to the content area.

Evidence to support attainment of or failure to meet standard: _____	Circle one:
_____	Meets Standard
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_____	Does Not Meet Standard
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❑ Additional documentation/artifacts applicable to this standard are attached as Appendix A-1

3. Demonstrates competence in planning and preparing for instruction.

The teacher:

a. Uses student achievement data, local standards, and the district curriculum in planning for instruction.
b. Sets and communicates high expectations for social, behavioral, and academic success of all students.
c. Uses student's developmental needs, background, and interests in planning for instruction.
d. Selects strategies to engage all students in learning.
e. Uses available resources, including technologies, in the development and sequencing of instruction.

Evidence to support attainment of or failure to meet standard: _____	Circle one:
	Meets Standard
	Does Not Meet Standard

❑ Additional documentation/artifacts applicable to this standard are attached as Appendix A-1

4. Uses strategies to deliver instruction that meets the multiple learning needs of students.

The teacher:

a. Aligns classroom instruction with local standards and district curriculum.
b. Uses research-based instructional strategies that address the full range of cognitive levels.
c. Demonstrates flexibility and responsiveness in adjusting instruction to meet student needs.
d. Engages students in varied experiences that meet diverse needs and promote social, emotional, and academic growth.
e. Connects students' prior knowledge, life experiences, and interests in the instructional process.
f. Uses available resources, including technologies, in the delivery of instruction.

Evidence to support attainment of or failure to meet standard: _____	Circle one:
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❑ Additional documentation/artifacts applicable to this standard are attached as Appendix A-1

5. Uses a variety of methods to monitor student learning.

The teacher:

a. Aligns classroom assessment with instruction.
b. Communicates assessment criteria and standards to all students and parents.
c. Understands and uses the results of multiple assessments to guide planning and instruction.
d. Guides students in goal setting and assessing their own learning.
e. Provides substantive, timely, and constructive feedback to students and parents.
f. Works with other staff and building and district leadership in analysis of student progress.

Evidence to support attainment of or failure to meet standard: _____	Circle one:
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❑ Additional documentation/artifacts applicable to this standard are attached as Appendix A-1

6. Demonstrates competence in classroom management.

The teacher:

a. Creates a learning community that encourages positive social interaction, active engagement, and self-regulation for every student.
b. Establishes, communicates, models and maintains standards of responsible student behavior.
c. Develops and implements classroom procedures and routines that support high expectations for learning.
d. Uses instructional time effectively to maximize student achievement.
e. Creates a safe and purposeful learning environment.

Evidence to support attainment of or failure to meet standard: _____	Circle one:
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❑ Additional documentation/artifacts applicable to this standard are attached as Appendix A-1

7. Engages in professional growth.

The teacher:

a. Demonstrates habits and skills of continuous inquiry and learning.
b. Works collaboratively to improve professional practice and student learning.
c. Applies research, knowledge, and skills from professional development opportunities to improve practice.
d. Establishes and implements professional development plans based upon the teacher needs aligned to the Iowa Teaching Standards and district/building student achievement goals.

Evidence to support attainment of or failure to meet standard: _____	Circle one:
	Meets Standard
	Does Not Meet Standard

❑ Additional documentation/artifacts applicable to this standard are attached as Appendix A-1

8. Fulfills professional responsibilities established by the school district.
The teacher:
a. Adheres to board policies, district procedures, and contractual obligations.
b. Demonstrates professional and ethical conduct as defined by state law and individual district policy.
c. Contributes to efforts to achieve district and building goals.
d. Demonstrates an understanding of and respect for all learners and staff.
e. Collaborates with students, families, colleagues, and communities to enhance student learning.

Evidence to support attainment of or failure to meet standard: _____	Circle one:
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❑ Additional documentation/artifacts applicable to this standard are attached as Appendix A-1

❑ The teacher is a first year Beginning Teacher.
❑ The teacher meets or exceeds all eight Iowa Teaching Standards and is recommended for a standard license.
❑ The teacher fails to meet the Iowa Teaching Standards.
❑ The teacher is being recommended for a third year before a license decision is made.*

Evaluator's Signature: _____ Date: _____

Evaluation Period: _____, 20 _____ to _____, 20 _____

Teacher's Signature: _____ Date: _____

*The district must contact the Board of Educational Examiners to extend the provisional license for a third year. There will be a form provided by the Board of Educational Examiners for the evaluator to use to communicate the decision made on each 2nd year teacher.