Art and Science of Teaching

Teacher Evaluation Model: Domain 4: Collegiality and Professionalism

Name:	Position:	Work Site:
DATE:	School Year:	Observer:

Promoting a Positive Environment

55. Promoting Positive Interactions with Colleagues						
The teacher interacts with other teachers in a positive manner to promote and support student learning.	 Innovating (4) Applying (3) Developing (2) Beginning (1) Not Using (0) Not Applicable Scale					
Teacher Evidence ☐ The teacher works cooperatively with appropriate school personnel to address issues that impact student learning ☐ The teacher establishes working relationships that demonstrate integrity, confidentiality, respect, flexibility, fairness and trust ☐ The teacher accesses available expertise and resources to support students' learning needs ☐ When asked, the teacher can describe situations in which he or she interacts positively with colleagues to promote and support student learning ☐ When asked, the teacher can describe situations in which he or she helped extinguish negative conversations about other teachers						

Scale

	Innovating	Applying	Developing	Beginning	Not Using
Promoting Positive Interactions with Colleagues	The teacher is a recognized leader in helping others with this activity	The teacher interacts with other colleagues in a positive manner to promote and support student learning and helps to extinguish negative conversations about other teachers	The teacher interacts with other colleagues in a positive manner to promote and support student learning but does not help extinguish negative conversations about other teachers	The teacher attempts to perform this activity but does not actually complete or follow through with these attempts	The teacher makes no attempt to perform this activity

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56. Promoting Positive Interactions about Students and Parents

The teacher interacts with students and parents in a positive manner to foster learning and promote positive home/school relationships.				O Innovating O Applying O Developin O Beginning O Not Using O Not Applie	(3) ng (2) ng (1) ng (0)				
				<u>Scale</u>					
	Teacher Evidence The teacher fosters collaborative partnerships with parents to enhance student success in a manner that demonstrates integrity, confidentiality, respect, flexibility, fairness and trust The teacher ensures consistent and timely communication with parents regarding student expectations, progress and/or concerns The teacher encourages parent involvement in classroom and school activities The teacher demonstrates awareness and sensitivity to social, cultural and language backgrounds of families The teacher uses multiple means and modalities to communicate with families The teacher responds to requests for support, assistance and/or clarification promptly The teacher respects and maintains confidentiality of student/family information When asked, the teacher can describe instances when he or she interacted positively with students and parents. When asked, students and parents can describe how the teacher interacted positively with them When asked, the teacher can describe situations in which he or she helped extinguish negative conversations about students and parents								
;	Scale	Innovating	Annlying	Dovoloning	Paginning	Not Using			
	Promoting Positive Interactions about Students and Parents	Innovating The teacher is a recognized leader in helping others with this activity	Applying The teacher interacts with students and parents in a positive manner to foster learning and promote positive home/school relationships and helps extinguish	Developing The teacher interacts with students and parents in a positive manner to foster learning and promote positive home/school relationships but does not help	Beginning The teacher attempts to perform this activity but does not actually complete or follow through with these attempts	Not Using The teacher makes no attempt to perform this activity			

negative

conversations

about students and parents

extinguish

about students and parents

negative conversations

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Promoting Exchange of Ideas and Strategies

57. Seeking Mentorship for Areas of Need	or Interest				
The teacher seeks help and input from colleagues regarding specific classroom strategies and behaviors.	 Innovating (4) Applying (3) Developing (2) Beginning (1) Not Using (0) Not Applicable Scale				
Teacher Evidence ☐ The teacher keeps track of specific situations during which he or she has sought mentorship from others ☐ The teacher actively seeks help and input in Professional Learning Community meetings ☐ The teacher actively seeks help and input from appropriate school personnel to address issues that impact instruction ☐ When asked, the teacher can describe how he or she seeks input from colleagues regarding issues that impact instruction					

Scale

	Innovating	Applying	Developing	Beginning	Not Using
Seeking	The teacher	The teacher	The teacher	The teacher	The teacher
Mentorship	is a	seeks help	seeks help	attempts to	makes no
for Areas of	recognized	and	and	perform this	attempt to
Need or	leader in	mentorship	mentorship	activity but	perform this
Interest	helping	from	from	does not	activity
	others with	colleagues	colleagues	actually	
	this activity	regarding	but not at a	complete or	
		specific	specific	follow	
		classroom	enough level	through with	
		strategies	to enhance	these	
		and	his or her	attempts	
		behaviors	pedagogical		
			skill		

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58. Mentorii	ng Other Teach	ers and Sharing	Ideas and Str	ategies			
The teacher provides other teachers with help and input regarding specific classroom strategies and behaviors. O Innovating (4) O Applying (3) O Developing (2) O Beginning (1) O Not Using (0) O Not Applicable Scale							
Teacher Evider	nce						
☐ The teacher keeps tracks of specific situations during which he or she mentored other teachers ☐ The teacher contributes and shares expertise and new ideas with colleagues to enhance student learning in formal and informal ways ☐ The teacher serves as an appropriate role model (mentor, coach, presenter, researcher) regarding specific classroom strategies and behaviors ☐ When asked, the teacher can describe specific situations in which he or she has mentored colleagues							
Caala							
Scale	In a supting a	A so so la siso su	Davidania ::	Denimala	Not Hoins		
Montoring	Innovating The teacher	Applying The teacher	Developing The teacher	Beginning The teacher	Not Using		
Mentoring	The teacher	The teacher	The teacher	The teacher	The teacher		

	Innovating	Applying	Developing	Beginning	Not Using
Mentoring	The teacher	The teacher	The teacher	The teacher	The teacher
Other	is a	provides	provides	attempts to	makes no
Teachers	recognized	other	other	perform this	attempt to
and Sharing	leader in	teachers with	teachers with	activity but	perform this
Ideas and	helping	help and	help and	does not	activity
Strategies	others with	input	input	actually	
	this activity	regarding	regarding	complete or	
		classroom	classroom	follow	
		strategies	strategies	through with	
		and	and	these	
		behaviors	behaviors but	attempts	
			not at a		
			specific		
			enough level		
			to enhance		
			their		
			pedagogical		
			skill		

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Promoting District and School Development

59. Adhering to District and School Rules and	d Procedures
The teacher is aware of the district's and school's rules and procedures and adheres to them.	 Innovating (4) Applying (3) Developing (2) Beginning (1) Not Using (0) Not Applicable Scale
Teacher Evidence ☐ The teacher performs assigned duties ☐ The teacher follows policies, regulations and prod ☐ The teacher maintains accurate records (student instructional records) ☐ The teacher fulfills responsibilities in a timely man ☐ The teacher understands legal issues related to a ☐ The teacher demonstrates personal integrity ☐ The teacher keeps track of specific situations in a procedures	progress, completion of assignments, non- nner students and families

Scale

	Innovating	Applying	Developing	Beginning	Not Using
Adhering to	The teacher	The teacher	The teacher	The teacher	The teacher
District and	is a	is aware of	is aware of	attempts to	makes no
School	recognized	district and	district and	perform this	attempt to
Rules and	leader in	school rules	school rules	activity but	perform this
Procedures	helping	and	and	does not	activity
	others with	procedures	procedures	actually	-
	this activity	and adheres	but does not	complete or	
		to them	adhere to all	follow	
			of these rules	through with	
			and	these	
			procedures	attempts	

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60. Particip	60. Participating in District and School Initiatives						
	articipates in the	rict's and school em in accordance ability.		g (3) bing (2) ng (1) ng (0)			
Teacher Evider	nce						
☐ The teacher participates in school activities and events as appropriate to support students and families ☐ The teacher serves on school and district committees ☐ The teacher participates in staff development opportunities ☐ The teacher works to achieve school and district improvement goals ☐ The teacher keeps tracks of specific situations in which he or she has participated in school or district initiatives ☐ When asked, the teacher can describe or show evidence of his/her participation in district and school initiatives							
Scale	Innovating	Applying	Developing	Beginning	Not Using		
Participating in District and School Initiatives	The teacher is a recognized leader in helping others with this activity	The teacher is aware of the district's and school's initiatives and participates in them in accordance with his or her talents and availability	The teacher is aware of the district's and school's initiatives but does not participate in them in accordance with his or her talents and availability	The teacher attempts to perform this activity but does not actually complete or follow through with these attempts	The teacher makes no attempt to perform this activity		
Observer		Date	Teacher		Date		