

THE SCHOOL BOARD OF ST. LUCIE COUNTY, FLORIDA
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					
<p>The teacher interacts with other teachers in a positive manner to promote and support student learning.</p>			<p> <input type="radio"/> Innovating (4) <input type="radio"/> Applying (3) <input type="radio"/> Developing (2) <input type="radio"/> Beginning (1) <input type="radio"/> Not Using (0) <input type="radio"/> Not Applicable </p> <p><u>Scale</u></p>		
<p>Teacher Evidence</p> <p><input type="checkbox"/> The teacher works cooperatively with appropriate school personnel to address issues that impact student learning</p> <p><input type="checkbox"/> The teacher establishes working relationships that demonstrate integrity, confidentiality, respect, flexibility, fairness and trust</p> <p><input type="checkbox"/> The teacher accesses available expertise and resources to support students' learning needs</p> <p><input type="checkbox"/> When asked, the teacher can describe situations in which he or she interacts positively with colleagues to promote and support student learning</p> <p><input type="checkbox"/> When asked, the teacher can describe situations in which he or she helped extinguish negative conversations about other teachers</p>					
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					
<p>The teacher interacts with students and parents in a positive manner to foster learning and promote positive home/school relationships.</p>		<p> <input type="radio"/> Innovating (4) <input type="radio"/> Applying (3) <input type="radio"/> Developing (2) <input type="radio"/> Beginning (1) <input type="radio"/> Not Using (0) <input type="radio"/> Not Applicable </p> <p><u>Scale</u></p>			
<p>Teacher Evidence</p> <p> <input type="checkbox"/> The teacher fosters collaborative partnerships with parents to enhance student success in a manner that demonstrates integrity, confidentiality, respect, flexibility, fairness and trust <input type="checkbox"/> The teacher ensures consistent and timely communication with parents regarding student expectations, progress and/or concerns <input type="checkbox"/> The teacher encourages parent involvement in classroom and school activities <input type="checkbox"/> The teacher demonstrates awareness and sensitivity to social, cultural and language backgrounds of families <input type="checkbox"/> The teacher uses multiple means and modalities to communicate with families <input type="checkbox"/> The teacher responds to requests for support, assistance and/or clarification promptly <input type="checkbox"/> The teacher respects and maintains confidentiality of student/family information <input type="checkbox"/> When asked, the teacher can describe instances when he or she interacted positively with students and parents. <input type="checkbox"/> When asked, students and parents can describe how the teacher interacted positively with them <input type="checkbox"/> When asked, the teacher can describe situations in which he or she helped extinguish negative conversations about students and parents </p>					
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	Innovating	Applying	Developing	Beginning	Not Using
Promoting Positive Interactions about Students and Parents	The teacher is a recognized leader in helping others with this activity	The teacher interacts with students and parents in a positive manner to foster learning and promote positive home/school relationships and helps extinguish negative conversations about students and parents	The teacher interacts with students and parents in a positive manner to foster learning and promote positive home/school relationships but does not help extinguish negative conversations about students and parents	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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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.			<input type="radio"/> Innovating (4) <input type="radio"/> Applying (3) <input type="radio"/> Developing (2) <input type="radio"/> Beginning (1) <input type="radio"/> Not Using (0) <input type="radio"/> Not Applicable <u>Scale</u>														
Teacher Evidence <input type="checkbox"/> The teacher keeps track of specific situations during which he or she has sought mentorship from others <input type="checkbox"/> The teacher actively seeks help and input in Professional Learning Community meetings <input type="checkbox"/> The teacher actively seeks help and input from appropriate school personnel to address issues that impact instruction <input type="checkbox"/> When asked, the teacher can describe how he or she seeks input from colleagues regarding issues that impact instruction																	
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58. Mentoring Other Teachers and Sharing Ideas and Strategies																	
<p>The teacher provides other teachers with help and input regarding specific classroom strategies and behaviors.</p>		<p> <input type="radio"/> Innovating (4) <input type="radio"/> Applying (3) <input type="radio"/> Developing (2) <input type="radio"/> Beginning (1) <input type="radio"/> Not Using (0) <input type="radio"/> Not Applicable </p> <p><u>Scale</u></p>															
<p>Teacher Evidence</p> <p> <input type="checkbox"/> The teacher keeps tracks of specific situations during which he or she mentored other teachers <input type="checkbox"/> The teacher contributes and shares expertise and new ideas with colleagues to enhance student learning in formal and informal ways <input type="checkbox"/> The teacher serves as an appropriate role model (mentor, coach, presenter, researcher) regarding specific classroom strategies and behaviors <input type="checkbox"/> When asked, the teacher can describe specific situations in which he or she has mentored colleagues </p>																	
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Promoting District and School Development

59. Adhering to District and School Rules and Procedures																	
<p>The teacher is aware of the district's and school's rules and procedures and adheres to them.</p>	<div style="display: flex; flex-direction: column; align-items: flex-start;"> <div style="margin-bottom: 10px;"> <input type="radio"/> Innovating (4) <input type="radio"/> Applying (3) <input type="radio"/> Developing (2) <input type="radio"/> Beginning (1) <input type="radio"/> Not Using (0) <input type="radio"/> Not Applicable </div> <div> <u>Scale</u> </div> </div>																
<p>Teacher Evidence</p> <div style="margin-bottom: 10px;"><input type="checkbox"/> The teacher performs assigned duties</div> <div style="margin-bottom: 10px;"><input type="checkbox"/> The teacher follows policies, regulations and procedures</div> <div style="margin-bottom: 10px;"><input type="checkbox"/> The teacher maintains accurate records (student progress, completion of assignments, non-instructional records)</div> <div style="margin-bottom: 10px;"><input type="checkbox"/> The teacher fulfills responsibilities in a timely manner</div> <div style="margin-bottom: 10px;"><input type="checkbox"/> The teacher understands legal issues related to students and families</div> <div style="margin-bottom: 10px;"><input type="checkbox"/> The teacher demonstrates personal integrity</div> <div style="margin-bottom: 10px;"><input type="checkbox"/> The teacher keeps track of specific situations in which he or she adheres to rules and procedures</div>																	
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60. Participating in District and School Initiatives																	
<p>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.</p>	<div style="display: flex; flex-direction: column; align-items: flex-start;"> <div style="margin-bottom: 10px;"> <input type="radio"/> Innovating (4) <input type="radio"/> Applying (3) <input type="radio"/> Developing (2) <input type="radio"/> Beginning (1) <input type="radio"/> Not Using (0) <input type="radio"/> Not Applicable </div> <div> <u>Scale</u> </div> </div>																
<p>Teacher Evidence</p> <p><input type="checkbox"/> The teacher participates in school activities and events as appropriate to support students and families</p> <p><input type="checkbox"/> The teacher serves on school and district committees</p> <p><input type="checkbox"/> The teacher participates in staff development opportunities</p> <p><input type="checkbox"/> The teacher works to achieve school and district improvement goals</p> <p><input type="checkbox"/> The teacher keeps tracks of specific situations in which he or she has participated in school or district initiatives</p> <p><input type="checkbox"/> When asked, the teacher can describe or show evidence of his/her participation in district and school initiatives</p>																	
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Observer

Date

Teacher

Date