

### Rubric for Evaluating Teachers (Required for Self Assessment and Observation)

This form should be used for the teacher self-assessment, classroom observation, and the summary evaluation conference.

**Note:** A in the first column (Observation) means that the evaluator should be able to observe the items in that row during routine classroom observations.

Name: \_\_\_\_\_ Date: \_\_\_\_\_  
 School: Niobrara County High School District: Niobrara Co. Sch. Dist.#1  
 Evaluator: George Mirich Title: Superintendent  
 Start Time: \_\_\_\_\_ End Time: \_\_\_\_\_

#### Standard I: Teachers demonstrate leadership

<b>Observation</b>	<p><b>a. Teachers lead in their classrooms.</b> Teachers demonstrate leadership by taking responsibility for the progress of all students to ensure that they graduate from high school, are globally competitive for work and postsecondary education, and are prepared for life in the 21st century. Teachers communicate this vision to their students. Using a variety of data sources, they organize, plan, and set goals that meet the needs of the individual student and the class. Teachers use various types of assessment data during the school year to evaluate student progress and to make adjustments to the teaching and learning process. They establish a safe, orderly environment and create a culture that empowers students to collaborate and become lifelong learners.</p>				
	Developing	Proficient	Accomplished	Distinguished	Not Demonstrated (Comment Required)
	<p>Understands how they contribute to students graduating from high school.</p> <p>Uses data to understand the skills and abilities of students.</p>	<p>... and</p> <p>Takes responsibility for the progress of students to ensure that they graduate from high school.</p> <p>Provides evidence of data-driven instruction throughout all classroom activities.</p> <p>Establishes a safe and orderly classroom.</p>	<p>... and</p> <p>Communicates to students the vision of being prepared for life in the 21st century.</p> <p>Evaluates student progress using a variety of assessment data.</p> <p>Creates a classroom culture that empowers students to collaborate.</p>	<p>... and</p> <p>Encourages students to take responsibility for their own learning.</p> <p>Uses classroom assessment data to inform program planning.</p> <p>Empowers and encourages students to create and maintain a safe and supportive school and community environment.</p>	
<p><b>b. Teachers demonstrate leadership in the school.</b> Teachers work collaboratively with school personnel to create a professional learning community. They analyze and use local, state, and national data to develop goals and strategies in the school improvement plan that enhance student learning and teacher working conditions. Teachers provide input in determining the school budget and in the selection of professional development that meets the needs of students and their own professional growth. They participate in the hiring process and collaborate with their colleagues to mentor and support teachers to improve the effectiveness of their departments or grade levels.</p>					
	<p>Attends professional learning community meetings.</p> <p>Displays awareness of the goals of the school improvement plan.</p>	<p>... and</p> <p>Participates in professional learning community.</p> <p>Participates in developing and/or implementing the school improvement plan.</p>	<p>... and</p> <p>Assumes a leadership role in professional learning community.</p> <p>Collaborates with school personnel on school improvement activities.</p>	<p>... and</p> <p>Collaborates with colleagues to improve the quality of learning in the school.</p> <p>Assumes a leadership role in implementing school improvement plan throughout the building.</p>	

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Observation	c. Teachers lead the teaching profession. Teachers strive to improve the teaching profession. They contribute to the establishment of positive working conditions in their school. They actively participate in and advocate for decision-making structures in education and government that take advantage of the expertise of teachers. Teachers promote professional growth for all educators and collaborate with their colleagues to improve the profession.				
	Developing	Proficient	Accomplished	Distinguished	Not Demonstrated (Comment Required)
	Has knowledge of opportunities and the need for professional growth and begins to establish relationships with colleagues.	... and Contributes to the: Improvement of the profession through professional growth. Establishment of positive working relationships. School's decision making processes as required.	... and Promotes positive working relationships through professional growth activities and collaboration.	... and Seeks opportunities to lead professional growth activities and decision-making processes.	
	d. Teachers advocate for schools and students. Teachers advocate for positive change in policies and practices affecting student learning. They participate in the implementation of initiatives to improve the education of students.				
	Knows about the policies and practices affecting student learning.	... and Supports positive change in policies and practices affecting student learning.	... and Participates in developing policies and practices to improve student learning.	... and Actively participates, promotes, and provides strong supporting evidence for implementation of initiatives to improve education.	
	e. Teachers demonstrate high ethical standards. Teachers demonstrate ethical principles including honesty, integrity, fair treatment, and respect for others.				
	Understands the importance of ethical behavior.	... and Demonstrates ethical behavior.	... and Knows and upholds ethical principles.	... and Models ethical behavior and encourages others to do the same.	
<b>Comments</b>					

## Teacher Evaluation Rubric

### Examples of Artifacts for Standard I:

Lesson plans	Class rules and procedures	Discipline records
Journals	Participation in Professional Learning	School Improvement Team membership
Student handbooks	Community	_____
Student work	Membership in professional organizations	_____
School improvement planning	Formal and informal mentoring	_____
Service on committees	Surveys	_____
Relevant data	National Board Certification	_____

### Standard II: Teachers establish a respectful environment for a diverse population of students

<b>Observation</b>	<b>a. Teachers provide an environment in which each child has a positive, nurturing relationship with caring adults.</b> Teachers encourage an environment that is inviting, respectful, supportive, inclusive, and flexible.				
	<b>Developing</b>	<b>Proficient</b>	<b>Accomplished</b>	<b>Distinguished</b>	<b>Not Demonstrated (Comment Required)</b>
	Appreciates and understands the need to establish nurturing relationships.	... and Establishes an inviting, respectful, inclusive, flexible, and supportive learning environment.	... and Maintains a positive and nurturing learning environment.	... and Encourages and advises others to provide a nurturing and positive learning environment for all students.	
	<b>b. Teachers embrace diversity in the school community and in the world.</b> Teachers demonstrate their knowledge of the history of diverse cultures and their role in shaping global issues. They actively select materials and develop lessons that counteract stereotypes and incorporate histories and contributions of all cultures. Teachers recognize the influence of race, ethnicity, gender, religion, and other aspects of culture on a student's development and personality. Teachers strive to understand how a student's culture and background may influence his or her school performance. Teachers consider and incorporate different points of view in their instruction.				
	Acknowledges that diverse cultures impact the world.  Demonstrates awareness of the diversity of students in the classroom.	... and Displays knowledge of diverse cultures, their histories, and their roles in shaping global issues.  Acknowledges the influence of race, ethnicity, gender, religion, socio-economics, and culture on a student's development and attitudes.	... and Uses materials or lessons that counteract stereotypes and acknowledges the contributions of all cultures.  Consistently incorporates different points of view in instruction.	... and Promotes a deep understanding of cultures through the integration of culturally sensitive materials and ideas throughout the curriculum.  Capitalizes on diversity as an asset in the classroom.	
	<b>c. Teachers treat students as individuals.</b> Teachers maintain high expectations, including graduation from high school, for students of all backgrounds. Teachers appreciate the differences and value the contributions of each student in the learning environment by building positive, appropriate relationships.				
	Holds high expectations of students.	... and Communicates high expectations for all students.	... and Encourages and values contributions of students, regardless of background or ability.	... and Helps students hold high expectations for themselves and their peers.	

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<b>Observation</b>	<b>d. Teachers adapt their teaching for the benefit of students with special needs.</b> Teachers collaborate with the range of support specialists to help meet the special needs of all students. Through inclusion and other models of effective practice, teachers engage students to ensure that their needs are met.				
	Developing	Proficient	Accomplished	Distinguished	Not Demonstrated (Comment Required)
	<p>Recognizes that students have a variety of learning needs.</p> <p>Is knowledgeable of effective practices for students with special needs.</p>	<p>... and</p> <p>Collaborates with specialists who can support the special learning needs of students.</p> <p>Provides unique learning opportunities, such as inclusion and research-based effective practices, for students with special needs.</p>	<p>... and</p> <p>Understands the roles of and collaborates with the full range of support specialists to help meet the special needs of all students.</p> <p>Effectively engages special needs students in learning activities and ensures their unique learning needs are met.</p>	<p>... and</p> <p>Anticipates the unique learning needs of students and solicits assistance from within and outside the school to address those needs.</p> <p>Adapts instruction for the benefit of students with special needs and helps colleagues do the same for their students.</p>	
<b>e. Teachers work collaboratively with the families and significant adults in the lives of their students.</b> Teachers recognize that educating children is a shared responsibility involving the school, parents or guardians, and the community. Teachers improve communication and collaboration between the school and the home and community in order to promote trust and understanding and build partnerships with all segments of the school community. Teachers seek solutions to overcome cultural and economic obstacles that may stand in the way of effective family and community involvement in the education of their students.					
	<p>Responds to family and community concerns.</p>	<p>... and</p> <p>Communicates and collaborates with the home and community for the benefit of students.</p>	<p>... and</p> <p>Recognizes obstacles to family and community participation and conscientiously seeks solutions to overcome them.</p>	<p>... and</p> <p>Promotes trust and understanding throughout the school community.</p>	
<b>Comments</b>					

**Examples of Artifacts for Standard II:**

Cooperation with ESL teachers  
 Lesson plans that integrate international content  
 Lesson plans that support modifications included in student IEPs  
 Documentation of referral data and use of IEPs

Communications with parents/community  
 Professional development on cultural attitudes and awareness  
 Use of technology to incorporate cultural awareness into lessons  
 Student profiles

Student surveys  
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**Standard III: Teachers know the content they teach**

<b>Observation</b>	<b>a. Teachers align their instruction with the state standards.</b> In order to enhance the state standards, teachers investigate the content standards developed by professional organizations in their specialty area. They develop and apply strategies to make the curriculum rigorous and relevant for all students and provide a balanced curriculum that enhances literacy skills. Elementary teachers have explicit and thorough preparation in literacy instruction. Middle and high school teachers incorporate literacy instruction within the content area or discipline.				
	Developing	Proficient	Accomplished	Distinguished	Not Demonstrated (Comment Required)
	<p>Demonstrates an awareness of the state standards and references them in the preparation of lesson plans.</p> <p><i>Elementary:</i> Begins to integrate literacy instruction in selected lessons.</p> <p><i>Secondary:</i> Recognizes the importance of integrating literacy strategies within the content areas.</p>	<p>... and</p> <p>Understands the state standards, uses them in preparation of lesson plans, and applies strategies to make the curriculum rigorous and relevant.</p> <p><i>Elementary:</i> Integrates effective literacy instruction throughout the curriculum.</p> <p><i>Secondary:</i> Incorporates a wide variety of literacy skills within content areas to enhance learning.</p>	<p>... and</p> <p>Develops and applies strategies based on the state standards and standards developed by professional organizations to make the curriculum balanced, rigorous and relevant.</p> <p><i>Elementary:</i> Evaluates and reflects upon the effectiveness of instruction.</p> <p><i>Secondary:</i> Evaluates and reflects upon the effectiveness of instruction within content areas.</p>	<p>... and</p> <p>Assists colleagues in applying such strategies in their classrooms.</p> <p><i>Elementary:</i> Makes necessary changes to instructional practice to improve student learning.</p> <p><i>Secondary:</i> Makes necessary changes to instructional practice to improve student learning.</p>	
	<b>b. Teachers know the content appropriate to their teaching specialty.</b> Teachers bring a richness and depth of understanding to their classrooms by knowing their subjects beyond the content they are expected to teach and by directing students' natural curiosity into an interest in learning. Elementary teachers have broad knowledge across disciplines. Middle school and high school teachers have depth in one or more specific content areas or disciplines.				
	<p>Demonstrates a basic level of content knowledge in the teaching specialty to which assigned.</p>	<p>... and</p> <p>Demonstrates an appropriate level of content knowledge in the teaching specialty to which assigned.</p>	<p>... and</p> <p>Applies knowledge of subject beyond the content in assigned teaching specialty. Motivates students to investigate the content area to expand their knowledge and satisfy their natural curiosity.</p>	<p>... and</p> <p>Extends knowledge of subject beyond content in their teaching specialty and sparks students' curiosity for learning beyond the required course work.</p>	

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<b>Observation</b>	<b>c. Teachers recognize the interconnectedness of content areas/disciplines.</b> Teachers know the links and vertical alignment of the grade or subject they teach. Teachers understand how the content they teach relates to other disciplines in order to deepen understanding and connect learning for students. Teachers promote global awareness and its relevance to subjects they teach.				
	<b>Developing</b>	<b>Proficient</b>	<b>Accomplished</b>	<b>Distinguished</b>	<b>Not Demonstrated (Comment Required)</b>
	<p>Understands the links between grade/subject and the state standards.</p> <p>Displays global awareness.</p>	<p>... and</p> <p>Demonstrates knowledge of links between grade/subject and the state standards.</p> <p>Promotes global awareness and its relevance to the subjects.</p>	<p>... and</p> <p>Demonstrates knowledge of the links and vertical alignment of the grade or subject area and the state standards. Relates content to other disciplines.</p> <p>Integrates global awareness activities throughout lesson plans and classroom instructional practices.</p>	<p>... and</p> <p>Collaborates with teachers from other grades or subject areas to establish links between disciplines and influence school-wide curriculum and teaching practice.</p> <p>Promotes global awareness and its relevance to all faculty members, influencing curriculum and teaching practices throughout the school.</p>	
	<b>d. Teachers make instruction relevant to students.</b> Teachers incorporate 21st century life skills deliberately, strategically, and broadly into their teaching. These skills include leadership, ethics, accountability, adaptability, personal productivity, personal responsibility, people skills, self-direction, and social responsibility. Teachers help their students understand the relationship between the state standards and 21st century content, which includes global awareness; financial, economic, business, and entrepreneurial literacy; civic literacy; and health awareness.				
	<p>Identifies relationships between the state standards and life in the 21st century.</p>	<p>... and</p> <p>Identifies relationships between the core content and 21st century content.</p>	<p>... and</p> <p>Integrates core content and 21st century content throughout lesson plans and classroom instructional practices.</p>	<p>... and</p> <p>Deepens students' understandings of 21st century skills and helps them make their own connections and develop new skills.</p>	
<b>Comments</b>					

**Examples of Artifacts for Standard III:**

- Display of creative student work
- Lesson plans
- Content standards


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**Standard IV: Teachers facilitate learning for their students**

<b>Observation</b>	<b>a. Teachers know the ways in which learning takes place, and they know the appropriate levels of intellectual, physical, social, and emotional development of their students.</b> Teachers know how students think and learn. Teachers understand the influences that affect individual student learning (development, culture, language proficiency, etc.) and differentiate their instruction accordingly. Teachers keep abreast of evolving research about student learning. They adapt resources to address the strengths and weaknesses of their students.				
	<b>Developing</b>	<b>Proficient</b>	<b>Accomplished</b>	<b>Distinguished</b>	<b>Not Demonstrated (Comment Required)</b>
	Understands developmental levels of students and recognizes the need to differentiate instruction.	... and Understands developmental levels of students and appropriately differentiates instruction.  Assesses resources needed to address strengths and weaknesses of students.	... and Identifies appropriate developmental levels of students and consistently and appropriately differentiates instruction.  Reviews and uses alternative resources or adapts existing resources to take advantage of student strengths or address weaknesses.	... and Encourages and guides colleagues to adapt instruction to align with students' developmental levels.  Stays abreast of current research about student learning and emerging resources and encourages the school to adopt or adapt them for the benefit of all students.	
<b>b. Teachers plan instruction appropriate for their students.</b> Teachers collaborate with their colleagues and use a variety of data sources for short- and long-range planning based on the state standards. These plans reflect an understanding of how students learn. Teachers engage students in the learning process. They understand that instructional plans must be consistently monitored and modified to enhance learning. Teachers make the curriculum responsive to cultural differences and individual learning needs.					
	Recognizes data sources important to planning instruction.	... and Uses a variety of data for short- and long-range planning of instruction. Monitors and modifies instructional plans to enhance student learning.	... and Monitors student performance and responds to individual learning needs in order to engage students in learning.	... and Monitors student performance and responds to cultural diversity and learning needs through the school improvement process.	
<b>c. Teachers use a variety of instructional methods.</b> Teachers choose the methods and techniques that are most effective in meeting the needs of their students as they strive to eliminate achievement gaps. Teachers employ a wide range of techniques including information and communication technology, learning styles, and differentiated instruction.					
	Demonstrates awareness of the variety of methods and materials necessary to meet the needs of all students.	... and Demonstrates awareness or use of appropriate methods and materials necessary to meet the needs of all students.	... and Ensures the success of all students through the selection and utilization of appropriate methods and materials.	... and Stays abreast of emerging research areas and new and innovative materials and incorporates them into lesson plans and instructional strategies.	

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<b>Observation</b>	<b>d. Teachers integrate and utilize technology in their instruction.</b> Teachers know when and how to use technology to maximize student learning. Teachers help students use technology to learn content, think critically, solve problems, discern reliability, use information, communicate, innovate, and collaborate.				
	<b>Developing</b>	<b>Proficient</b>	<b>Accomplished</b>	<b>Distinguished</b>	<b>Not Demonstrated (Comment Required)</b>
	Assesses effective types of technology to use for instruction.	... and Demonstrates knowledge of how to utilize technology in instruction.	... and Integrates technology with instruction to maximize student learning.	... and Provides evidence of student engagement in higher level thinking skills through the integration of technology.	
<b>e. Teachers help students develop critical thinking and problem-solving skills.</b> Teachers encourage students to ask questions, think creatively, develop and test innovative ideas, synthesize knowledge, and draw conclusions. They help students exercise and communicate sound reasoning; understand connections; make complex choices; and frame, analyze, and solve problems.					
	Understands the importance of developing students' critical thinking and problem-solving skills.	... and Demonstrates knowledge of processes needed to support students in acquiring critical thinking skills and problem-solving skills.	... and Teaches students the processes needed to: Think creatively and critically. Develop and test innovative ideas. Synthesize knowledge. Draw conclusions. Exercise and communicate sound reasoning. Understand connections. Make complex choices. Frame, analyze, and solve problems.	... and Encourages and assists teachers throughout the school to integrate critical thinking and problem-solving skills into their instructional practices.	
<b>f. Teachers help students work in teams and develop leadership qualities.</b> Teachers teach the importance of cooperation and collaboration. They organize learning teams in order to help students define roles, strengthen social ties, improve communication and collaborative skills, interact with people from different cultures and backgrounds, and develop leadership qualities.					
	Provides opportunities for cooperation, collaboration, and leadership through student learning teams.	... and Organizes student learning teams for the purpose of developing cooperation, collaboration, and student leadership.	... and Encourages students to create and manage learning teams.	... and Fosters the development of student leadership and teamwork skills to be used beyond the classroom.	



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<b>Observation</b>	<p><b>g. Teachers communicate effectively.</b> Teachers communicate in ways that are clearly understood by their students. They are perceptive listeners and are able to communicate with students in a variety of ways even when language is a barrier. Teachers help students articulate thoughts and ideas clearly and effectively.</p>				
	Developing	Proficient	Accomplished	Distinguished	Not Demonstrated (Comment Required)
	<p>Demonstrates the ability to effectively communicate with students.</p> <p>Provides opportunities for students to articulate thoughts and ideas.</p>	<p>... and</p> <p>Uses a variety of methods for communication with all students.</p> <p>Consistently encourages and supports students to articulate thoughts and ideas clearly and effectively.</p>	<p>... and</p> <p>Creates a variety of methods to communicate with all students.</p> <p>Establishes classroom practices that encourage all students to develop effective communication skills.</p>	<p>... and</p> <p>Anticipates possible student misunderstandings and proactively develops teaching techniques to mitigate concerns.</p> <p>Establishes schoolwide and grade appropriate vehicles to encourage students throughout the school to develop effective communication skills.</p>	
	<p><b>h. Teachers use a variety of methods to assess what each student has learned.</b> Teachers use multiple indicators, including formative and summative assessments, to evaluate student progress and growth as they strive to eliminate achievement gaps. Teachers provide opportunities, methods, feedback, and tools for students to assess themselves and each other. Teachers use 21st century assessment systems to inform instruction and demonstrate evidence of students' 21st century knowledge, skills, performance, and dispositions.</p>				
	<p>Uses indicators to monitor and evaluate student progress.</p> <p>Assesses students in the attainment of 21st century knowledge, skills, and dispositions.</p>	<p>... and</p> <p>Uses multiple indicators, both formative and summative, to monitor and evaluate student progress and to inform instruction.</p> <p>Provides evidence that students attain 21st century knowledge, skills and dispositions.</p>	<p>... and</p> <p>Uses the information gained from the assessment activities to improve teaching practice and student learning.</p> <p>Provides opportunities for students to assess themselves and others.</p>	<p>... and</p> <p>Teaches and encourages students to use peer and self-assessment feedback to assess their own learning.</p> <p>Encourages and guides colleagues to assess 21st century skills, knowledge, and dispositions and to use the assessment information to adjust their instructional practice.</p>	
<p><b>Comments</b></p>					

**Examples of Artifacts for Standard IV:**

Lesson plans  
 Display of technology used  
 Professional development  
 Use of student learning teams

Documentation of differentiated instruction  
 Materials used to promote critical thinking and problem-solving  
 Collaborative lesson planning

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Teacher Evaluation Rubric

**Standard V: Teachers reflect on their practice**

<b>Observation</b>	<b>a. Teachers analyze student learning.</b> Teachers think systematically and critically about student learning in their classrooms and schools: Why learning happens and what can be done to improve achievement. Teachers collect and analyze student performance data to improve school and classroom effectiveness. They adapt their practice based on research and data to best meet the needs of students.				
	<b>Developing</b>	<b>Proficient</b>	<b>Accomplished</b>	<b>Distinguished</b>	<b>Not Demonstrated (Comment Required)</b>
	Recognizes the need to improve student learning in the classroom.	... and Provides ideas about what can be done to improve student learning in their classroom.	... and Thinks systematically and critically about learning in their classroom: Why learning happens and what can be done to improve student achievement.	... and Provides a detailed analysis about what can be done to improve student learning and uses such analyses to adapt instructional practices and materials within the classroom and at the school level.	
<b>b. Teachers link professional growth to their professional goals.</b> Teachers participate in continued, high-quality professional development that reflects a global view of educational practices; includes 21st century skills and knowledge; aligns with the State Board of Education priorities; and meets the needs of students and their own professional growth.					
	Understands the importance of professional development.	... and Participates in professional development aligned with professional goals.	... and Participates in professional development activities aligned with goals and student needs.	... and Applies and implements knowledge and skills attained from professional development consistent with its intent.	
<b>c. Teachers function effectively in a complex, dynamic environment.</b> Understanding that change is constant, teachers actively investigate and consider new ideas that improve teaching and learning. They adapt their practice based on research and data to best meet the needs of their students.					
	Is knowledgeable of current research-based approaches to teaching and learning.	... and Considers and uses a variety of research-based approaches to improve teaching and learning.	... and Actively investigates and considers alternative research based approaches to improve teaching and learning and uses such approaches as appropriate.	... and Adapts professional practice based on data and evaluates impact on student learning.	
<b>Comments</b>					

**Examples of Artifacts for Standard V:**

- Lesson plans
- Formative assessments
- Student work
- Professional Development Plan
- Completion of professional development

- Participation in Professional Learning Community
- Formative and summative student assessment data

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# Rubric for Evaluating Teachers

## Signature Page

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Teacher Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Principal/Evaluator Signature

\_\_\_\_\_  
Date

Comments Received:  Yes  No

\_\_\_\_\_  
Principal/Evaluator Signature  
(Signature indicates question above regarding comments has been addressed).

\_\_\_\_\_  
Date

**Teacher Comments:**

*Note: The teacher's signature on this form represents neither acceptance nor approval of the report. It does, however, indicate that the teacher has reviewed the report with the evaluator and may reply in writing. The signature of the principal or evaluator verifies that the report has been reviewed and that the proper process has been followed according to State Board of Education Policy for the Teacher Evaluation Process.*