

**CAREER TEACHER**  
**ASSESSMENT**

**CAREER TEACHER ASSESSMENT**

Teacher: Patrick Anderson  
 Evaluator: Craig Saddler  
 School Name: Mark Twain Elementary  
 Grade Level: K-6

Folder #: 358104  
 Folder #: 352469  
 Subjects: Music

Year: 2006/2007

**Directions:**

Under each of the major teaching standards, criterion is listed which may be used to make the determination if the teacher is to be rated as satisfactory, needs improvement or unsatisfactory in the goal area. There may be criteria which are not appropriate because of an individual's teaching assignment and would therefore not be applied. Marking "Needs Improvement" or "Unsatisfactory" does not necessarily require the evaluator to place a mark in the "Does Not Meet Standard" box.

**1. DEMONSTRATES ABILITY TO ENHANCE ACADEMIC PERFORMANCE AND SUPPORT FOR AND IMPLEMENTATION OF THE SCHOOL DISTRICT'S STUDENT ACHIEVEMENT GOALS.**

Meets Standard       Does Not Meet Standard  
 Satisfactory      Needs Improvement      Unsatisfactory      N/A

The teacher:

- |  |                                     |                          |                          |                          |
|--|-------------------------------------|--------------------------|--------------------------|--------------------------|
| a. Provides evidence of student learning to students, families, and staff.   | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Implements strategies supporting student, building, and district goals.   | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Uses student performance data as a guide for decision making.   | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Accepts and demonstrates responsibility for creating a classroom culture that supports the learning of every student. | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Creates an environment of mutual respect, rapport, and fairness.  | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Participates in and contributes to a school culture that focuses on improved student learning.                        | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. Communicates with students, families, colleagues, and communities effectively and accurately.                         | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

**Specific descriptive comments must accompany any assessment where performance has been marked "Needs Improvement" or "Unsatisfactory":**

Additional documentation/artifacts applicable to this standard may be attached.

**2. DEMONSTRATES COMPETENCE IN CONTENT KNOWLEDGE APPROPRIATE TO THE TEACHING POSITION.**

Meets Standard       Does Not Meet Standard  
 Satisfactory    Needs Improvement    Unsatisfactory    N/A

The teacher:

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

**Specific descriptive comments must accompany any assessment where performance has been marked “Needs Improvement” or “Unsatisfactory”:**

**Additional documentation/artifacts applicable to this standard may be attached.**

**3. DEMONSTRATES COMPETENCE IN PLANNING AND PREPARING FOR INSTRUCTION.**
 Meets Standard       Does Not Meet Standard

Satisfactory    Needs Improvement    Unsatisfactory    N/A

The teacher:

- |  |                                     |                          |                          |                          |
|--|-------------------------------------|--------------------------|--------------------------|--------------------------|
| a. Uses student achievement data, local standards and the district curriculum in planning for instruction. | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Sets and communicates high expectations for social, behavioral, and academic success of all students.   | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Uses student developmental needs, background, and interests in planning for instruction.                | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Selects strategies to engage all students in learning.  | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Uses available resources, including technologies, in the development and sequencing of instruction.     | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

**Specific descriptive comments must accompany any assessment where performance has been marked "Needs Improvement" or "Unsatisfactory":**

Additional documentation/artifacts applicable to this standard may be attached.

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**4. USES STRATEGIES TO DELIVER INSTRUCTION THAT MEETS THE MULTIPLE LEARNING NEEDS OF STUDENTS.**

	<input checked="" type="checkbox"/> Meets Standard	<input type="checkbox"/> Does Not Meet Standard		
	Satisfactory	Needs Improvement	Unsatisfactory	N/A
<b>The teacher:</b>				
a. Aligns classroom instruction with local standards and district curriculum.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Uses research-based instructional strategies that address the full range of cognitive levels.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Demonstrates flexibility and responsiveness in adjusting instruction to meet student needs.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Engages students in varied experiences that meet diverse needs and promote social, emotional, and academic growth.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Connects students' prior knowledge, life experiences, and interests in the instructional process.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Uses available resources, including technologies, in the delivery of instruction.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Specific descriptive comments must accompany any assessment where performance has been marked "Needs Improvement" or "Unsatisfactory":**

**Additional documentation/artifacts applicable to this standard may be attached.**

**5. USES A VARIETY OF METHODS TO MONITOR STUDENT LEARNING.**

Meets Standard  Does Not Meet Standard

Satisfactory Needs Improvement Unsatisfactory N/A

The teacher:

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

**Specific descriptive comments must accompany any assessment where performance has been marked “Needs Improvement” or “Unsatisfactory”:**

  
  
  
  
  
  
  
  
  
  

Additional documentation/artifacts applicable to this standard may be attached.

**6. DEMONSTRATES COMPETENCE IN CLASSROOM MANAGEMENT.**

Meets Standard  Does Not Meet Standard

Satisfactory Needs Improvement Unsatisfactory N/A

The teacher:

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

**Specific descriptive comments must accompany any assessment where performance has been marked “Needs Improvement” or “Unsatisfactory”:**

6b – Over the past two years, Mr. Anderson and I have had several conversations regarding this. Although this area has been a challenge for him at times, he has complied with adhering to all suggestions made in regards to how to improve in this area. He has gone above and beyond by taking a course in classroom management. He is continuing to grow in this area and I trust that the combination of his determination and more experience will aid him in turning this area into a profound strength.

Additional documentation/artifacts applicable to this standard may be attached.

**7. ENGAGES IN PROFESSIONAL GROWTH.**

Meets Standard       Does Not Meet Standard

Satisfactory    Needs Improvement    Unsatisfactory    N/A

The teacher:

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

**Specific descriptive comments must accompany any assessment where performance has been marked “Needs Improvement” or “Unsatisfactory”:**

  
  
  
  
  
  
  
  
  
  

Additional documentation/artifacts applicable to this standard may be attached.



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**ARTIFACTS HAVE BEEN SUBMITTED FROM THE FOLLOWING SOURCES**


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- Other evaluator(s) – List:
- Other teacher(s) – List:
- Parents – List:
- Students – List:
- Video portfolios (Optional)

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**DETERMINATION**


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- The teacher meets or exceeds all eight Iowa Teaching Standards.
- The teacher fails to meet one or more of the Iowa Teaching Standards 1-7. Attached is a document indicating the appropriate action.
- The teacher fails to meet one or more of the Iowa Teaching Standards 1-7. The teacher will begin the Intensive Assistance process.
- The teacher fails to meet Standard 8 of the Iowa Teaching Standards. Attached is a document indicating the appropriate action.

Evaluator's Signature:

Date: 4/10/06

Teacher's Signature:

Date: 4/10/06

Signature of the teacher does not indicate that the teacher agrees with the content of the review, only that they have received a copy.