



Certificated Personnel Evaluation

Charter School

Evaluatee: _____ **Position:** _____ **School Year:** _____

Evaluator: _____ **Position:** _____

Rating

Status: Temporary Probationary I Probationary II Permanent

Referred to Peer Assistance and Review (PAR) Program Yes No

Improvement Plan Will be Developed Yes No

Voluntary Participation in PAR Program Recommended Yes No

E=Experience Practice That Exemplifies Standard
C=Consistent With Professional Standard
NI=Needs Improvement
U=Unsatisfactory

Standard 1: Engages and Supports All Students in Learning	Rating E / C / NI / U	Commendations / Recommendations
1. Establishes rapport with students that motivates them to become engaged and stay on task during the lesson.		
2. Connects students' prior knowledge, life experience, and interests with learning goals.		
3. Uses a variety of instructional strategies and resources to respond to students' diverse needs.		
4. Facilitates learning experiences that promote autonomy, interaction, and choice.		
5. Teaches subject matter, problem solving, critical thinking, and skills in meaningful activities to achieve competencies and standards.		
6. Promotes self-directed, reflective learning for all students.		



Certificated Personnel Evaluation

Charter School

Evaluatee: _____

School Year: _____

Standard 2: Creates and Maintains a Suitable Learning Environment for Students	Rating E / C / NI / U	Commendations / Recommendations
1. Organizes the physical environment to promote student learning.		
2. Plans and implements classroom procedures and routines that support student learning.		
3. Establishes a climate of fairness and respect.		
4. Promotes social development and responsibility in independent and group learning.		
5. Establishes and maintains standards for student behavior, and supports school rules and policies.		
6. Uses instructional time effectively.		



Certificated Personnel Evaluation

Charter School

Evaluatee: _____

School Year: _____

Standard 3: Understands and Organizes Subject Matter for Student Learning	Rating E / C / NI / U	Commendations / Recommendations
1. Demonstrates knowledge of subject matter.		
2. Organizes curriculum to support student understanding.		
3. Interrelates ideas and information within and across subject matter areas.		
4. Develops student understanding through varied instructional strategies.		
5. Uses materials, resources, and technologies to make subject matter accessible to students, accommodating diverse learning styles and multiple intelligences.		



Certificated Personnel Evaluation

Charter School

Evaluatee: _____

School Year: _____

Standard 4: Plans Instruction, Designs Learning Experiences for All Students, and Demonstrates Effective Instructional Techniques and Strategies	Rating E / C / NI / U	Commendations / Recommendations
1. Draws on and values students' backgrounds, interests, and developmental learning needs.		
2. Establishes and communicates goals for student learning consistent with Board-adopted standards and courses of study.		
3. Develops and sequences instructional activities and materials for student learning.		
4. Designs long- and short-term plans to support student learning based on adopted materials.		
5. Modifies instructional plans and strategies to adjust for student needs and understanding.		



Certificated Personnel Evaluation

Charter School

Evaluatee: _____

School Year: _____

Standard 5: Assesses Student Learning (Adherence to Curriculum Objectives)	Rating E / C / NI / U	Commendations / Recommendations
1. Establishes learning goals for all students that align with the District course of study and State standards or competencies (where applicable).		
2. Collects and uses multiple sources of information to assess student learning.		
3. Involves and guides students in assessing their own learning.		
4. Uses the results of assessment to guide instruction.		
5. Communicates with students, families, and other appropriate audiences about student progress.		



Certificated Personnel Evaluation

Charter School

Evaluatee: _____

School Year: _____

Standard 6: Fulfills Instructional Duties and Professional Responsibilities	Rating E / C / NI / U	Commendations / Recommendations
1. Reflects on teaching and learning.		
2. Engages in self-evaluation and improvement.		
3. Engages families in student learning.		
4. Utilizes available community resources to support student learning.		
5. Works with colleagues to improve teaching and learning.		
6. Pursues opportunities to contribute and grow professionally.		
7. Fulfills non-instructional duties as assigned.		
8. Demonstrates ability to positively interact with individuals and groups.		
9. Meet high character standards as identified by the California Commission on Teacher Credentialing when working with students, community, and collaborative partners.		
10. Attends required meetings.		

Note: An unsatisfactory rating in Standard 6 will not be considered in making the determination to recommend or require that an employee participate in the PAR Program.



Certificated Personnel Evaluation

Charter School

Evaluatee: _____

School Year: _____

Standard 6 (continued): Fulfills Instructional Duties and Professional Responsibilities	Rating E / C / NI / U	Commendations / Recommendations
11. Maintains records and equipment.		
12. Supervises students outside classroom.		
13. Plans and coordinates the work of paraprofessionals and volunteers as assigned.		
14. Initiates and participates in programs and activities that interpret and promote the goals of the school district to the community.		
15. Other responsibilities applicable to this evaluation:		

Note: An unsatisfactory rating in Standard 6 will not be considered in making the determination to recommend or require that an employee participate in the PAR Program.



Certificated Personnel Evaluation

Charter School

Commendations:

Overall Evaluation: _____

Date	**Evaluee Signature	Date	Evaluator Signature
------	---------------------	------	---------------------

I have read this report, but my signature does not necessarily signify agreement. I understand that any written statement I wish to make regarding this report will be attached to all copies of it.

Witness Verification (to be used if employee is unwilling to sign): I certify that a copy of this report was presented to the employee on this first page on:

Date: _____

Signed: _____