**APPENDIX H- DOMAIN 3: REFLECTING ON TEACHING**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Teacher’s Name:** |  |  | **Planning Conference Date:** |  |
| **Observer’s**  **Name:** |  |  | **Observation Date:** |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **EVALUATING PERSONAL PERFORMANCE** | **Level 0**  **Not Using** | **Level 1**  **Beginning** | **Level 2**  **Developing** | **Level 3**  **Applying** | **Level 4**  **Innovating** |
| The teacher identifies specific strategies and behaviors on which to improve from Domain 1 (routine lesson segments, content lesson segments and segments that are on the spot). |  |  |  |  |  |
| The teacher determines how effective a lesson or unit of instruction was in terms of enhancing student achievement and identifies causes of success or difficulty. |  |  |  |  |  |
| The teacher determines the effectiveness of specific instructional techniques regarding the achievement of subgroups of students and identifies specific reasons for discrepancies. |  |  |  |  |  |
| **PERSONAL GROWTH PLAN** | **Level 0**  **Not Using** | **Level 1**  **Beginning** | **Level 2**  **Developing** | **Level 3**  **Applying** | **Level 4**  **Innovating** |
| The teacher develops a written professional growth and development plan with specific and measurable goals, action steps, manageable timelines and appropriate resources. |  |  |  |  |  |
| The teacher charts his or her progress toward goals using established action plans, milestones and timelines. |  |  |  |  |  |

**General Rating Rubric**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Innovating (I)** | **Applying (A)** | **Developing (D)** | **Beginning (B)** | **Not Using (NU)** |
| Adapts and Creates new Strategies for unique student needs and situations | Engages students in the strategy and monitors the extent to which it produces desired outcomes | Engages student in the strategy with not significant errors or omissions | Uses strategy incorrectly or with parts missing | The strategy was called for but not exhibited |

**GADSDEN TEACHER EVALUATION FORM E**