

ADDENDUM JCC

<p>Madera Unified School District</p> <p>District Culture & Climate Coach Evaluation Instrument</p>

Name: _____

School Year: _____

Evaluating Supervisor: _____

Date of Hire: _____

Temporary
 1st Year Probationary
 2nd Year Probationary
 Permanent
 Other _____

TEACHER PERFORMANCE STANDARD RATINGS

D = Distinguished

S= Skilled

E= Emerging

I=Ineffective practice that is not consistent with standard expectations

*All “Emerging” and “Ineffective ” ratings MUST include evidence as well as recommendations.

Factors	Rating (D S E I)	Evidence, / Comments,/ Recommendations
<p>Domain 1: Coaching and Support Effectiveness</p> <p>(i.e. Site Administration, Site Teachers, School Counselors):</p>		
<p>A. Assist site team(s) to design and implement positive reinforcement school wide or classroom systems.</p>		
<p>B. Provide supports to staff on school-wide and classroom climate and culture practices.</p>		
<p>C. Serves as a resource in identifying appropriate instructional strategies and interventions to improve student behavior and social-emotional needs.</p>		

D. Ensure schools and staff have the resources to address the social-emotional and behavioral needs of students.		
E. Coach school staff in developing and utilizing referral, assessment and progress monitoring.		
F. Consult with Behavior Health staff, Counselors, Psychologists, Student Advocates or other district staff to provide coordinated consultation and support services and training.		
Domain 2: Instructional Supports and Effectiveness		
A. Provides coaching and modeling in organizing instruction, lesson design, instructional delivery and assessment related to behavior and social skill with effective teaching and learning strategies for English Learners, students with disabilities and students with diverse learning needs.		
B. Conduct coaching and modeling for school staff implementing discipline intervention, social-emotional or behavioral instruction to support individual or groups of students considered at risk socially or behaviorally.		
C. Provides classroom management strategies, demonstrations, and research to enhance student involvement and engagement.		
D. Provides a variety of specific instructional strategies to increase student management, student differentiation, and student engagement.		
E. Facilitates peer observation opportunities.		
F. Supports teachers in creating the conditions for equitable teaching and learning.		
G. Conducts demonstration lessons for classroom teachers.		
Domain 3: Professional Development:		
A. Facilitate parent, teacher, administrator and community meetings to build knowledge around positive school climate and social-emotional learning support.		

B. Develop and conduct training to students, teachers, staff and parents on relevant topics		
C. Assesses school climate using school climate tools, and use data to improve social-emotional programming and approaches.		
Domain 4: Developing as a Professional Educator:		
A. Reflects on coaching practice and seeks professional development.		
B. Pursues opportunities to grow professionally.		
C. Maintains professional competence through participation in professional development activities as provided by district, county, state and other consultants.		

Evaluator's Summary Comments:
Commendations:
Recommendations and Growth Goals for next school year:

A Teacher Support and Mentor who receives an "Ineffective" rating for any of the 4 Domains will be subject to placement to a K-12 classroom per credential authorization in accordance to the Collective Bargaining Agreement's Transfer and Reassignment procedures.

OVERALL PERFORMANCE EVALUATION

- Distinguished /exceeds Standards
- Skilled/ meets standards
- Emerging/ needs improvement
- Ineffective practice that is not consistent with standard expectations

- PERMANENT TEACHERS:**
- Recommended to continue as a Culture and Climate District Coach
 - Recommended to placement in a K-12 classroom

Evaluates Comments:

I have received and read a copy of the foregoing performance evaluation report and have had an opportunity to discuss it with my evaluating supervisor. My signature does not constitute endorsement of this document.

Employee signature

Date

Supervisor Signature

Date

ADDENDUM JD

Madera Unified School District
 TSA: District Academic Coach Evaluation Instrument
 (Based on California Standards for the Teaching Profession)

Name: _____

School: _____

School Year: _____

Evaluating Supervisor: _____

Date of Hire: _____

Temporary
 1st Year Probationary
 2nd Year Probationary
 Tenure
 Other _____

TEACHER PERFORMANCE STANDARD RATINGS

S = Satisfactory, meets standards

N = Needs improvement

U = Unsatisfactory practice that is not consistent with standard expectations

*All "Needs Improvement" and "Unsatisfactory" ratings MUST include evidence as well as recommendations.

Factors	Rating (S,N,U)	Evidence, / Comments, / Recommendations
1. Coach and Support Colleagues and School Site Leadership (i.e. Site Administration and Site Teachers on Special Assignment-TSA's):		
A. Provides coaching and modeling in organizing instruction, lesson design, instructional delivery and assessment related to all core areas.		
B. Conducts demonstration lessons, one-on-one observations, and facilitates group observations.		
C. Serves as a resource in identifying appropriate instructional strategies and interventions.		
D. Provides on-going training and support.		

Factors	Rating (S,N,U)	Evidence, / Comments,/ Recommendations
2. Professional Development:		
A. Provides professional development to colleagues and school site leadership that supports district initiatives.		
B. Facilitates district level curricular development.		
C. Assists in building an interactive classroom environment focused on the grade level content and effective instructional strategies.		
D. Researches, develops, and delivers trainings that build capacity and effectiveness among colleagues and school site leadership.		
3. Professional Behavior:		
A. Assumes responsibility for assigned duties.		
B. Adheres to the rules and regulations of the school and District.		
C. Engages in professional discussions with colleagues and administration.		
D. Prepares forms, records, and reports as directed.		
4. Developing as a Professional Educator:		
A. Reflects on coaching practice and seeks professional development.		
B. Pursues opportunities to grow professionally.		
C. Maintains professional competence through participation in professional development activities as provided by district, county, state and other consultants.		

Evaluator's Summary Comments:
Commendations:
Recommendations & Assistance:

District Academic Coaches who receive 3 or more "Unsatisfactory" ratings will be subject to placement to a K-12 classroom per credential authorization in accordance to the Collective Bargaining Agreement's Transfer and Reassignment procedures.

OVERALL PERFORMANC EVALUATION

PROBATIONARY TEACHERS

- Satisfactory/Meets expectations
- Needs Improvement
- Unsatisfactory practice that is not consistent with expectations

- Recommended for rehire
- Not recommended for rehire
- Withhold judgment at this time

PERMANENT TEACHERS:

- Recommended to continue as a District Academic Coach
- Recommended to placement in a K-12 classroom per credential authorization

Evaluates Comments:

I have received and read a copy of the foregoing performance evaluation report and have had an opportunity to discuss it with my evaluating supervisor. My signature does not constitute endorsement of this document.

Employee signature Date

Supervisor Signature Date