

## ADDENDUM J-TSM

Madera Unified School District  
TSA: New Teacher Support and Mentor

Name: \_\_\_\_\_

Evaluating Supervisor: \_\_\_\_\_

School Year: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

### 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
<b>Domain 1: Collaborative and Professional Relationships</b>		
The Techer Support and Mentor:		
A. Exhibits behaviors that build positive relationships among colleagues.		
B. Facilitates trust, caring and honesty with and among colleagues to build ownership and solve problems, resulting in actions that support student learning.		
C. Uses effective conversation skills to engage teachers in collaborative problem solving and reflective thinking to promote learning that results in advancing practice and student learning.		
D. Facilitates and promotes collaborative inquiry, data analysis and reflection on practice to promote student learning		

Factors	Rating (D,S,E,I)	Evidence, / Comments, / Recommendations
<b>Domain 2: Coaching Support and Effectiveness</b>		
The Techer Support and Mentor:  A. Uses a variety of strategies and resources to respond to the needs of the classroom teacher and the diverse learning needs of the students.		
B. Draws upon the backgrounds, experiences, and evidence of practice of individuals to guide instructional coaching and advance teaching and learning.		
C. Uses technologies to enhance the classroom teacher’s practice and maximize student learning.		
D. Coaches and facilitates the identification and development Of appropriate assessments to determine student knowledge, skills and learning needs.		
E. Coaches and facilitates the systematic analysis and interpretation of student assessment data to guide improvements in teaching practice and student learning.		
F. Assists the classroom teacher with establishing model classroom environments.		
G. Promotes teachers as leaders and learners.		
<b>Domain 3: Instructional Supports and Effectiveness</b>		
The Techer Support and Mentor : A. Regularly conducts demonstration lessons.		
B. Regularly observes the classroom teacher and provides constructive feedback.		
C. Assists the classroom teacher in lesson design.		
D. Provides classroom management strategies, demonstrations, and research to enhance student involvement and engagement.		
E. Provides a variety of specific instructional strategies to increase student management, student differentiation, and student achievement.		
F. Facilitates peer observation opportunities.		

G. Supports teachers in creating the conditions for equitable teaching and learning.		
H. Provides strategies that promote student goal- setting.		

Factors	Rating (D,S,E,I)	Evidence, / Comments,/ Recommendations
<b>Domain 4: Leadership and Professional Development</b>		
The Techer Support and Mentor:		
A. Supports internal and external resources for professional learning to enhance existing resources to achieve teacher and/or student learning goals.		
B. Participates in professional development		
C. Provides professional development to teachers within the district.		
D. Promotes professional development as an improvement strategy.		

Evaluators Summary Comments:
Commendations:
Recommendations & Assistance:

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 PERFORMANC EVALUATION**

