

**ADDENDUM JD**

<p><b>Madera Unified School District</b>  <b>TSA: District Academic Coach Evaluation Instrument</b>                  (Based on California Standards for the Teaching Profession)</p>
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Name: \_\_\_\_\_

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

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

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

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

Temporary   
  1<sup>st</sup> Year Probationary   
  2<sup>nd</sup> 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
<b>1. Coach and Support Colleagues and School Site Leadership (i.e. Site Administration and Site Teachers on Special Assignment-TSA's):</b>		
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
<b>2. Professional Development:</b>		
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.		
<b>3. Professional Behavior:</b>		
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.		
<b>4. Developing as a Professional Educator:</b>		
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**

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

**PROBATIONARY TEACHERS**

- 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