### PLAN

1. **Review of observation data**
   - No (comments required)
   - Yes
   
   **Optional Comments:**

2. **Review of survey data**
   - No (comments required)
   - Yes
   
   **Optional Comments:**

3. **Review of applicable student data**
   - No (comments required)
   - Yes
   
   **Optional Comments:**

4. **(P.1) Analyzes and uses ongoing assessment data to guide instructional planning**
   - Ineffective
   - Moderately Effective
   - Effective
   - Highly Effective
   
   **Optional Comments:**

### TEACH

5. **(P.2) Designs instruction to meet or exceed DESK standards**
   - Ineffective
   - Moderately Effective
   - Effective
   - Highly Effective
   
   **Optional Comments:**

6. **(P.3) Constructs relevant, meaningful learning experiences which meet individual learning needs**
   - Ineffective
   - Moderately Effective
   - Effective
   - Highly Effective
   
   **Optional Comments:**

7. **(P.4) Sequences and scaffolds lessons which balance depth and breadth**
   - Ineffective
   - Moderately Effective
   - Effective
   - Highly Effective
   
   **Optional Comments:**

8. **(T.1) Articulates learning goals, content, instructions, and expectations clearly**
   - Ineffective
   - Moderately Effective

   **Optional Comments:**
<table>
<thead>
<tr>
<th>Task</th>
<th>Description</th>
<th>Level Options</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>9. (T.2)</td>
<td>Engages students in a variety of best practice instructional strategies and learning activities</td>
<td>Effective, Highly Effective</td>
<td>Optional Comments:</td>
</tr>
<tr>
<td>10. (T.3)</td>
<td>Utilizes instructional time wisely and paces effectively</td>
<td>Effective, Highly Effective</td>
<td>Optional Comments:</td>
</tr>
<tr>
<td>11. (T.4)</td>
<td>Displays enthusiasm and clear interest in the subject while ensuring students learn</td>
<td>Effective, Highly Effective</td>
<td>Optional Comments:</td>
</tr>
<tr>
<td>12. (T.5)</td>
<td>Uses instructional strategies to promote higher levels of thinking</td>
<td>Ineffective</td>
<td>Optional Comments:</td>
</tr>
<tr>
<td>13. (C.1)</td>
<td>Utilizes a variety of informative checks to guide immediate adjustments during instruction and/or to guide re-teaching or enrichment activities</td>
<td>Effective, Highly Effective</td>
<td>Optional Comments:</td>
</tr>
<tr>
<td>14. (C.2)</td>
<td>Provides opportunities for students with diverse learning needs to demonstrate understanding</td>
<td>Effective, Highly Effective</td>
<td>Optional Comments:</td>
</tr>
<tr>
<td>15. (C.3)</td>
<td>Provides specific, timely, and ongoing formative feedback to inform students of progress</td>
<td>Ineffective</td>
<td>Optional Comments:</td>
</tr>
</tbody>
</table>
16. **C.4** Provides opportunities for students to set personal academic goals and self-assess progress

- Ineffective
- Moderately Effective
- Effective
- Highly Effective

Optional Comments:

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17. **E.1** Fosters an environment where educators and students are positive and respectful

- Ineffective
- Moderately Effective
- Effective
- Highly Effective

Optional Comments:

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18. **E.2** Demonstrates caring and understanding within an environment of high expectations

- Ineffective
- Moderately Effective
- Effective
- Highly Effective

Optional Comments:

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19. **E.3** Creates an inviting and safe learning environment through effective classroom organization, procedures, and behavior management

- Ineffective

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**PROFESSIONALISM**

20. **PRO.1** Engages in self-reflection and professional learning for continuous growth and expertise in content and pedagogy

- Ineffective
- Moderately Effective
- Effective
- Highly Effective

Optional Comments:

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21. **PRO.2** Collaborates and cultivates productive relationships with staff, students, parents, administrators, and community to improve learning

- Ineffective
- Moderately Effective
- Effective
- Highly Effective

Optional Comments:

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22. **PRO.3** Approaches challenges and changes positively in a problem-solving manner

- Ineffective
- Moderately Effective
- Effective
- Highly Effective

Optional Comments:
23. Adheres to all school, district, and state policies and procedures with consistency
   - No (comments required)
   - Yes (comments optional)
   Optional Comments:

24. Commendations, Recommendations, Other:

SUMMATIVE EVALUATION CONFERENCE
To be completed with employee

PROFESSIONAL GROWTH PLAN:

25. Educator has reviewed Evaluate Davis survey data and has responded by making adjustments as needed
   - Did not review
   - Reviewed, but did not make adjustments to practice
   - Reviewed, and made adjustments to practice
   - Reviewed, scores indicated changes were not needed
   Optional Comments:

26. Professional Development Review
   - Complete
   Optional Comments:

27. Professional Contributions (please list)
   - Complete
   Optional Comments:

PROFESSIONALISM
REVIEW OF GOALS
Performance
This is for preview purposes only.
Optional Comments:

28. (PRO.4) Makes professional contributions to school, district, and school community
   - Ineffective
   - Moderately Effective
   - Effective
   - Highly Effective
   Optional Comments:

REVIEW OF GOALS
Performance
This is for preview purposes only.
Optional Comments: