

DIOCESE OF ROCKFORD – FRAMEWORK FOR TEACHER EVALUATION

<p style="text-align: center;"><b>DOMAIN 1: PLANNING AND PREPARATION FOR A SCHOOL WITH A STRONG CATHOLIC IDENTITY</b></p> <p><b>1.1 Demonstrates knowledge of Catholic doctrine and moral teachings, content area foundations, current research-based practice, and social and cultural changes</b>  <i>*A: Knowledge of Catholic doctrine and moral teachings</i>  <i>*B: Knowledge of content standards and the structure of the discipline</i>  <i>*C: Knowledge of prerequisite relationships</i>  <i>*D: Knowledge of content-related pedagogy and current research-based practices</i></p> <p><b>1.2 Demonstrates understanding of each student’s learning and fosters the Catholic faith, social-emotional development, and academic growth of the diverse learning community</b>  <i>*A: Knowledge of child adolescent development</i>  <i>*B: Knowledge of the learning process</i>  <i>*C: Knowledge of students’ skills, knowledge, and language proficiency</i>  <i>*D: Knowledge of students’ interests, background, and cultural heritage</i>  <i>*E: Knowledge of and sensitivity to individual students’ needs</i>  <i>*F: Speaks and acts with charity and justice regarding students</i></p> <p><b>1.3 Develops rigorous and level-appropriate student learning outcomes, differentiating instruction for each lesson</b>  <i>*A: Value, sequence, and alignment</i>  <i>*B: Clarity</i>  <i>*C: Balance</i>  <i>*D: Suitability for diverse students</i></p> <p><b>1.4 Utilizes instructional materials and technological resources to support and enhance curriculum</b>  <i>*A: Resources for classroom use</i>  <i>*B: Resources to extend content knowledge and pedagogy</i>  <i>*C: Resources for students</i></p> <p><b>1.5 Implements a rigorous curriculum using daily and year-long lesson plans aligned with Gospel values, relevant standards, and 21st century skills, delivered through effective instruction</b>  <i>*A: Learning activities</i>  <i>*B: Instructional materials and resources</i>  <i>*C: Instructional groups</i>  <i>*D: Lesson and unit structure</i></p> <p><b>1.6 Develops formal and informal, formative and summative assessments to gauge student learning and guide future instruction</b>  <i>*A: Congruence with instructional outcomes</i>  <i>*B: Criteria and standards</i>  <i>*C: Design of formative and summative assessments</i>  <i>*D. Use for planning</i></p>	<p style="text-align: center;"><b>DOMAIN 4: PROFESSIONAL RESPONSIBILITIES AS A CATHOLIC EDUCATOR</b></p> <p><b>4.1. Reflects on instructional practices and understands that teaching in a Catholic school is a ministry of the Church</b>  <i>*A: Reflects on role in ministry of the Catholic Church</i>  <i>*B: Teacher makes accurate and thoughtful assessment of lesson’s effectiveness.</i>  <i>*C: Use in future teaching</i></p> <p><b>4.2. Maintains accurate reports, detailed records, and upholds confidentiality of official information with respect to the human dignity of all</b>  <i>*A: Student completion of assignments</i>  <i>*B: Student progress in learning</i>  <i>*C: Non-instructional records</i></p> <p><b>4.3. Speaks and acts with charity and justice in all verbal and written communication with stakeholders, always mindful of the Catholic mission</b>  <i>*A: Information about the instructional program</i>  <i>*B: Information about individual students</i>  <i>*C: Engagement of families in the instructional program</i></p> <p><b>4.4. Participates in professional learning communities, serves willingly and responsibly in extracurricular areas while exhibiting a spirit of unity and cooperation modeling Catholic values</b>  <i>*A: Relationships with colleagues</i>  <i>*B: Involvement in a culture of professional inquiry</i>  <i>*C: Service to the school</i>  <i>*D: Participation in school and Diocesan projects</i></p> <p><b>4.5. Participates in all staff professional and religious development opportunities and sets annual professional goals with administration</b>  <i>*A: Enhancement of content knowledge and pedagogical skill</i>  <i>*B: Receptivity to feedback from colleagues</i>  <i>*C: Service to the profession</i></p> <p><b>4.6. Maintains current Catechetical Certification, state licensure, and follows the policies and procedures of the school and the Diocese of Rockford</b>  <i>*A: Integrity and ethical conduct</i>  <i>*B: Service to students</i>  <i>*C: Advocacy</i>  <i>*D: Decision making</i>  <i>*E: Compliance with school policies and Diocesan regulations</i></p>
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**DOMAIN 2: THE CLASSROOM ENVIRONMENT AS A COMMUNITY OF FAITH LEADERS**

**2.1. Fosters an environment imbued with Catholic values and social justice where mutual respect, cooperative spirit and self-motivation are evident for all of God's creation**

*\*A: Maintains an identifiably Catholic culture*

*\*B: Teacher interactions with students, including both words and actions, reflect Catholic values*

*\*C: Student interactions with other students, including both words and actions, reflect Catholic values*

**2.2. Cultivates an environment for learning and academic excellence that communicates high expectations and recognizes the self-worth of each individual**

*\*A: Importance of the content and of learning*

*\*B: Expectations for learning and achievement*

*\*C: Student pride in work*

**2.3. Clearly establishes and communicates procedures that maximize effective use of instructional time**

*\*A: Management of instructional groups*

*\*B: Management of transitions*

*\*C: Management of materials and supplies*

*\*D: Performance of classroom routines*

*\*E: Supervision of volunteers and paraprofessionals*

**2.4. Establishes, communicates, and maintains an effective, fair, and consistent discipline plan in the spirit of mercy and reconciliation**

*\*A: Expectations*

*\*B: Monitoring of student behavior*

*\*C: Response to student misbehavior*

**2.5. Maintains an identifiably Catholic, safe, and orderly environment, effectively incorporating both the physical and visual enhancements of the room**

*\*A: Evidence of signs and symbols of Catholic faith*

*\*B: Safety and accessibility*

*\*C: Arrangement of furniture and use of physical resources including technology*

**DOMAIN 3: INSTRUCTION, PHILOSOPHY, AND GOALS**

**3.1. Provides expectations for successful learning, clearly shares the purpose and directions for the lesson, and regularly incorporates religious truths and values into the curriculum**

*\*A: Expectations for learning*

*\*B: Directions for activities*

*\*C: Explanations of content*

*\*D: Use of oral and written language*

*\*E: Incorporates religious truths and values into the curriculum*

**3.2. Offers opportunities for problem solving, critical thinking, and performance skills with high levels of student engagement throughout instruction**

*\*A: Quality of questions/prompts*

*\*B: Discussion techniques*

*\*C: Student participation*

**3.3. Encourages individual and group engagement by offering a variety of instructional resources and activities**

*\*A: Activities and assignments*

*\*B: Grouping of students*

*\*C: Instructional materials and resources*

*\*D: Structure and pacing*

**3.4. Implements a variety of effective formative and summative assessments to continually monitor student learning and provide timely, specific feedback**

*\*A: Assessment criteria*

*\*B: Monitoring of student learning*

*\*C: Specific feedback to students*

*\*D: Student self-assessment and monitoring of progress*

**3.5. Provides developmentally appropriate learning opportunities and adjusts lessons to meet the diverse learning needs of the classroom community**

*\*A: Lesson adjustment*

*\*B: Response to students*

*\*C: Persistence*