



<b>Summative Averages</b>	<b>Teacher Work Sample</b>			
0 Unacceptable, 1 Needs Improvement, 2 Meets Standard, 3 Exceeds Standard				<b>Overall Components</b>
<b>Elementary</b>	<b>2017-18 N=6</b>	<b>2018-19 N=5</b>	<b>2019-20 N=3</b>	
<b>Contextual Factors</b>				
Knowledge of Community, School and Classroom Factors	2.33	2.80	2.00	
Knowledge of Characteristics of Students	2.83	2.80	2.00	
Knowledge of Students' Varied Approaches to Learning	2.50	2.00	2.00	
Knowledge of Students' Skills and Prior Learning	2.50	2.20	2.00	
Implications for Instructional Planning and Assessment	2.67	2.20	2.00	
<b>Average</b>	<b>2.57</b>	<b>2.40</b>	<b>2.00</b>	<b>2.32</b>
<b>Learning Goals</b>				
Significance, Challenge, and Variety	2.83	3.00	3.00	
Clarity	2.83	3.00	3.00	
Appropriateness For Students	2.83	3.00	3.00	
Alignment with National, State or Local Standards	2.83	3.00	3.00	
<b>Average</b>	<b>2.83</b>	<b>3.00</b>	<b>3.00</b>	<b>2.94</b>
<b>Assessment Plan</b>				
Assessment Plan Overview	3.00	2.60	2.70	
Pre-Assessment and Summative Assessment	3.00	2.60	2.33	
Daily Assessments and Formative Assessments	2.83	2.80	2.33	
Assessment Data	2.83	2.20	2.33	
Communication of Assessment Results	2.67	1.80	2.00	
<b>Average</b>	<b>2.87</b>	<b>2.40</b>	<b>2.34</b>	<b>2.54</b>
<b>Design for Instruction</b>				
Alignment with Learning Goals	2.83	2.60	2.00	
Accurate Representation of Content	2.67	2.60	2.00	
Lesson and Unit Structure	2.83	2.60	2.33	
Use of a Variety of Instruction, Activities	2.67	2.00	2.33	
Use of Contextual Information and Data	2.33	2.40	1.70	
Use of Technology	2.83	2.80	2.70	
<b>Average</b>	<b>2.69</b>	<b>2.50</b>	<b>2.18</b>	<b>2.50</b>
<b>Instructional Decision-Making</b>				
Sound Professional Practice	2.83	2.60	2.00	
Modifications Based on Analysis of Student Learning	2.50	2.40	2.00	
Congruence Between Modifications and Learning Goals	2.50	2.40	2.00	
<b>Average</b>	<b>2.61</b>	<b>2.47</b>	<b>2.00</b>	<b>2.40</b>
<b>Analysis of Student Learning</b>				
Clarity and Accuracy of Presentation	2.33	2.20	2.33	
Alignment with Learning Goals	2.33	2.20	2.00	
Interpretation of Data	2.33	2.00	2.00	
Evidence of Impact on Student Learning	2.00	2.40	2.00	
<b>Average</b>	<b>2.25</b>	<b>2.20</b>	<b>2.08</b>	<b>2.20</b>
<b>Reflection</b>				
Interpretation of Student Learning	2.40	2.40	2.00	
Insights on Effective Instruction and Assessment	2.20	2.20	2.00	
Alignment Among Goals, Instruction, and Assessment	2.20	2.00	2.33	
Implications for Future Teaching	2.40	2.60	2.33	
Implications for Professional Development	2.40	2.40	2.33	
<b>Average</b>	<b>2.32</b>	<b>2.32</b>	<b>2.20</b>	<b>2.30</b>
<b>Overall</b>	<b>2.60</b>	<b>2.50</b>	<b>2.30</b>	



Summative Averages	Teacher Work Sample			Overall Components
0 Unacceptable, 1 Needs Improvement, 2 Meets Standard, 3 Exceeds Standard				
	2017-18 N=3	2018-19 N=6	2019-20 N=8	
<b>Secondary Education</b>				
<b>Contextual Factors</b>				
Knowledge of Community, School and Classroom Factors	2.67	2.14	2.71	
Knowledge of Characteristics of Students	1.67	2.14	2.14	
Knowledge of Students' Varied Approaches to Learning	2.33	2.00	2.14	
Knowledge of Students' Skills and Prior Learning	2.33	2.00	2.00	
Implications for Instructional Planning and Assessment	2.33	2.00	2.43	
Average	2.27	2.00	2.26	2.20
<b>Learning Goals</b>				
Significance, Challenge, and Variety	3.00	2.57	2.90	
Clarity	3.00	2.43	2.90	
Appropriateness For Students	3.00	2.43	2.90	
Alignment with National, State or Local Standards	3.00	2.29	2.30	
Average	3.00	2.43	2.75	2.73
<b>Assessment Plan</b>				
Assessment Plan Overview	3.00	2.30	2.43	
Pre-Assessment and Summative Assessment	3.00	2.30	2.60	
Daily Assessments and Formative Assessments	3.00	2.00	2.60	
Assessment Data	3.00	2.00	2.60	
Communication of Assessment Results	2.67	1.17	2.71	
Average	2.93	2.00	2.59	2.51
<b>Design for Instruction</b>				
Alignment with Learning Goals	2.67	2.00	2.30	
Accurate Representation of Content	2.67	2.00	2.43	
Lesson and Unit Structure	2.67	2.00	2.43	
Use of a Variety of Instruction, Activities	2.67	2.00	2.60	
Use of Contextual Information and Data	2.33	1.43	2.30	
Use of Technology	3.00	2.00	2.30	
Average	2.67	2.00	2.39	2.35
<b>Instructional Decision-Making</b>				
Sound Professional Practice	3.00	2.00	3.00	
Modifications Based on Analysis of Student Learning	2.67	2.00	3.00	
Congruence Between Modifications and Learning Goals	3.00	2.00	3.00	
Average	2.89	2.00	3.00	2.63
<b>Analysis of Student Learning</b>				
Clarity and Accuracy of Presentation	3.00	2.00	2.30	
Alignment with Learning Goals	2.67	2.00	2.14	
Interpretation of Data	2.67	2.00	2.30	
Evidence of Impact on Student Learning	2.67	2.00	2.14	
Average	2.75	2.00	2.22	2.32
<b>Reflection</b>				
Interpretation of Student Learning	3.00	2.30	2.43	
Insights on Effective Instruction and Assessment	2.00	2.00	2.00	
Alignment Among Goals, Instruction, and Assessment	2.67	2.00	2.43	
Implications for Future Teaching	2.67	2.00	2.43	
Implications for Professional Development	2.67	2.00	2.43	
Average	2.60	2.00	2.34	2.31
<b>Overall Total:</b>	2.71	2.05	2.50	