

Irvine Unified School District

| Irvine Unified expectations and commitment to "the highest quality educational experience we can envision for each of our students is the framework for certificated staff evaluation. Student learning is a direct result the daily interactions between certificated staff (teachers, nurses, counselors, media specialists, etc.) and the students. The evaluation process is designed as an opportunity to improve professional performance by focusing annual goals and objectives, including school or program improvement targets and District Continuous Improvement Efforts, refining practice with an emphasis on the California Standards for the Teachers Profession (CSTPs), and reflecting on performance of other duties required as adjunct to the regular assignment. | 22 |
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| | nuous .ching |
| Name Assignment/Position Title | |
| School/Department | |
| Annual goals and objectives may emerge from, but not be limited to, the California Standards for the Teaching Profession (CSTPs), the District Continuous Improvement Efforts, school or program improvement "targets," unit member annual goals and objectives, and/or performance of other duties normally required as adjunct to the regular assignment as prescribed in the Education Code. Comments on Goals/Objectives Comments on Goals/Objectives | |

| Certificated | Employee | Evaluation |
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II. Summary of Observation(s) and Observation Conference(s):

The California Standards for the Teaching Profession (CSTPs) form the basis for classroom observation and follow-up reflection by the teacher. Standard 6: Developing as a Professional Educator, may be incorporated into written reflection by the teacher and conference(s) with the evaluator.

California Standards for the Teaching Profession

- 1. Engaging and supporting all students in learning
- **2.** Creating and maintaining effective environments for student learning
- **3.** Understanding and organizing subject matter for student learning
- **4.** Planning instruction and designing learning experiences for all learners
- **5.** Assessing student learning
- **6.** Developing as a professional educator

| | Additional Comments on CSTPs (optional): |
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| II. | Areas of Exceptional Performance: |
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| IV. | Areas for Growth: |
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| V. | Areas for Improvement: |
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| Cert | tificated Employee Evaluation |
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| Page VI. | Areas of Unsatisfactory Performance: Overall Evaluation is Unsatisfactory |
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| VII. | Specific Improvement Plan Directives (including PAR referral, if appropriate and available): |
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| Certificated | Employee | Evaluation |
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| Page 5 | | |

| | evaluation conference has not yet been held uator, and a signature of receipt does not a the evaluation. |
|---------------------------|--|
| Employee's Signature Date | Evaluator's Signature Date |
| | ates that this evaluation has been read and bees not necessarily indicate agreement with the |
| Employee's Signature Date | Evaluator's Signature Date |
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Distribution: Original to Human Resources for Personnel File; copy to employee; copy to Evaluator rev. 9/9/04/1221/2016