

Profile of Student Teaching Performance:  
A Continuum for Professional Development

*A Reference Guide*

*for Observing and Assessing  
Student Teachers*

*Science  
Grades 6-8 Licensure  
Grades 6-12 Licensure*

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Mary Baldwin University

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Dear Student Teacher, Cooperating Teacher, and University Supervisor:

This document serves as a reference guide for student teachers, cooperating teachers, and university supervisors involved in observing and assessing the performance of MBU student teachers. It should be used when completing the Formative Observation of Student Teaching form and the Assessment of Student Teaching form (both mid-term and final). It incorporates all 10 InTASC standards and all seven Virginia Teaching Performance Standards, as well as subject-specific standards and guidelines, and encourages a performance-based process for supporting the professional growth of pre-service teachers *over time*.

When using this reference guide for *observing* student teachers, the guidelines should typically be interpreted in terms of *discrete* instructional activities (the single lesson, project, or other activity being observed). Depending upon the activity being observed, it may not be appropriate to address all competencies on the observation form each time. Feedback should focus on narrative comments and suggestions to encourage reflection and assist the student teacher in his/her journey toward professional competence as a beginning teacher. *The anchors for each competency should be used only to help focus the nature of this feedback; student teaching performance should not be “rated” during an observation.*

When this reference guide is used for mid-block and final *performance assessment*, the guidelines should be interpreted more broadly in terms of instructional activities *over time*. Although narrative comments should still focus on providing feedback for continuing professional growth as a pre-service teacher, *anchors should also be used at this time to assign a rating for all competencies*. If a student teacher’s performance cannot be fully described by an anchor level’s indicator, then you should not choose that level. Narrative comments should always accompany any rating when needed to explain the rationale for the rating.

Please Note: The top score is Exceeds Expectations (EE) and is an appropriate rating for a competent **in-service teacher**. In unusual situations, a highly competent student might earn this rating. By drawing the continuum of behaviors into the realm of excellence, it allows candidates to see that their professional skills will and should continue to evolve as they journey into their careers.

We hope that this process for assessing the performance of student teachers will be helpful to all participants – student teachers, cooperating teachers, and university supervisors alike. As always, we welcome your comments and suggestions for further improving the preparation of Mary Baldwin University’s teachers.

Sincerely,

*Dr. Tynisha D. Willingham*

Tynisha Willingham,  
Dean, College of Education

**A. PROFESSIONAL KNOWLEDGE The student teacher...**

DN= Does Not Meet Expectations, DE=Developing Towards Expectations, ME=Meets Expectations (TARGET), EE=Exceeds Expectations

✓	<b>A1. DEMONSTRATES AN UNDERSTANDING OF APPROPRIATE CONTENT STANDARDS (SOL/PROFESSIONAL STANDARDS).</b>
DN	inaccurately and inconsistently references the appropriate content standards.
DE	references appropriate content standards in daily plans;
ME	<b>AND...</b> explicitly references and clearly aligns appropriate content standards with planned activities and assessments;
EE	<b>AND...</b> clearly demonstrates and explains the appropriate sequencing of the content standards.

**Questions for Reflection:**

1. Did the student teacher document the specific SOL addressed for daily lessons?
2. How is this lesson related to a specific SOL?
3. What content is required by the SOL at this level?
4. Does the student teacher understand content in the National Generation Science Standards (NGSS)?
5. Does the student teacher convey the content of the NGSS to the students?
6. Does the student teacher understand the curricular recommendation of the NGSS?
7. Does the student teacher analyze local, state, and national curriculum standards based on his or her knowledge of content and early adolescent development?

	<b>A2. DEMONSTRATES ESSENTIAL KNOWLEDGE AND SKILLS OF SUBJECT AREA.</b>
DN	inaccurately presents key subject matter ideas and skills.
DE	demonstrates accurate knowledge and skills of subject area;
ME	<b>AND...</b> uses representation and/or an explanation that captures key subject matter ideas and skills;
EE	<b>AND...</b> uses <b>multiple</b> representations and explanations that capture key subject matter ideas and skills.

**Questions for Reflection:**

1. Does the lesson clearly identify what the student teacher is teaching?
2. Do the questions, activities, and assessments relate to the lesson content?
3. Does the student teacher understand the content and correctly convey the concepts to the students?
4. Does the student teacher display facility in conveying the subject to students?
5. Does the student teacher display a consistent ability to adjust the content, its form, level or complexity to the needs and abilities of students?
6. Does the student teacher understand the nature of science?
7. Does the student teacher lead students in investigating the nature of science?
8. Does the student teacher effectively merge NGSS content with the ability of the learner?
9. Do grades 6-8 licensure student teachers demonstrate a comprehensive depth and breadth of knowledge in two content areas that are broad and multidisciplinary and regularly demonstrate the ability to make interdisciplinary connections?

	<b>A3. DEMONSTRATES THE LINK BETWEEN THE CONTENT AND STUDENTS' PAST AND FUTURE LEARNING EXPERIENCES AS WELL AS RELATED SUBJECT AREAS.</b>
DN	references content to <b>NEITHER</b> the students' past and future learning experiences <b>NOR</b> related subject areas.
DE	references content to <b>EITHER</b> the students' past and future learning experiences <b>OR</b> related subject areas.
ME	references content to <b>BOTH</b> the students' past and future learning experiences <b>AND</b> related subject areas;
EE	<b>AND...</b> references content to real world experiences and applications.

**Questions for Reflection:**

1. What has the student teacher done to find out the students' prior knowledge?
2. Has an attempt been made to link content to other subject areas, including real life examples?
3. Are examples relevant to the student population?
4. Does the student teacher understand the content and correctly convey the concepts to the students?
5. Does the student teacher use student interests as springboard for scientific discussion?
6. Does the student teacher involve students in local issues relating to science?
7. Does the student teacher engage adolescents in activities related to their interpersonal, community, and societal responsibilities?

8. Does the student teacher consistently design curriculum and select materials that are integrative, challenging, and grounded in the ideas, interests, and experiences of all adolescents?
9. Do grades 6-8 licensure student teachers demonstrate a comprehensive depth and breadth of knowledge in two content areas that are broad and multidisciplinary and regularly demonstrate the ability to make interdisciplinary connections?
10. Are the same examples used over and over when students need more clarity?
11. Can the student teacher create new examples for further clarification?
12. Are the examples appropriate for the age level and populations?
13. Do the examples represent different modalities?
14. Do the examples relate to diverse needs?
15. Does the student teacher understand the historical developments in his or her field?
16. Does the student teacher relate science to the community and promote scientific literacy?
17. Does the student teacher involve students to show how science works in the community?

**B. ASSESSMENT OF AND FOR STUDENT LEARNING** The student teacher ...

DN= Does Not Meet Expectations, DE=Developing Towards Expectations, ME=Meets Expectations (TARGET), EE=Exceeds Expectations

✓		<b>B1. SETS ACCEPTABLE, MEASURABLE, AND APPROPRIATE LEARNING OUTCOMES AND ACHIEVEMENT GOALS FOR STUDENT LEARNING.</b>
DN		sets unacceptable, immeasurable, or inappropriate learning outcomes and achievement goals for student learning.
DE		sets acceptable and appropriate learning outcomes and achievement goals for student learning;
ME		<b>AND</b> ...sets measurable learning outcomes and achievement goals for student learning <b>AND</b> states these clearly on the lesson plan;
EE		<b>AND</b> ...matches learning outcomes and achievement goals to classroom assessments.

**Questions for Reflection:**

1. Did the student teacher have a clear objective?
2. Did the student teacher have a purpose and rationale?
3. Did the student teacher understand the needs of diverse learners in the class?
4. Did the student teacher accommodate learning requirements of ESL, 504, Gifted & Talented, and IEP plans?
5. Did the student teacher “know the audience” and target appropriately?
6. Does the student teacher understand the historical developments in his or her field?
7. Does the student teacher effectively merge NGSS content with the ability of the learner?
8. Does the student teacher assess student achievement using multiple strategies that focus on the key concepts found within the critical knowledge base, and is s/he able to articulate criteria for strategy selection?

		<b>B2. PLANS FORMAL AND INFORMAL ASSESSMENT OF LEARNING OUTCOMES.</b>
DN		plans inappropriate formal and informal assessments that are not linked to learning outcomes.
DE		plans appropriate formal and informal assessments that are linked to learning outcomes;
ME		<b>AND</b> ...can articulate ways formal and informal assessments should impact future learning activities;
EE		<b>AND</b> ...has strategies to provide students with effective, descriptive feedback to guide their progress.

		<b>B3. CHECKS FOR UNDERSTANDING USING A VARIETY OF ASSESSMENT TECHNIQUES TO ENHANCE STUDENT LEARNING.</b>
DN		makes few or no attempts to determine student comprehension <b>AND</b> gives students little or no feedback.
DE		monitors student comprehension of content <b>AND</b> provides students with limited feedback.
ME		uses a variety of assessment techniques to monitor comprehension of the content <b>AND</b> provides students with timely meaningful feedback;
EE		<b>AND</b> ...analyzes individual and group comprehension of the content, <b>AND</b> gives all students substantive and specific feedback, <b>AND</b> makes appropriate instructional adjustments as necessary.

**Questions for Reflection:**

1. Does the student teacher check for understanding throughout the lesson?
2. Does the student teacher involve individuals or groups in assessment?
3. Does the student teacher recognize culturally specific ways of expressing understanding or confusion?

4. Does the student teacher use a variety of means (verbal, nonverbal, written, etc.) and sources other than the teacher (other students, books, self-checking materials, etc.) to assess students' learning?
5. Does the student teacher give frequent meaningful, substantive, and specific feedback for all students?
6. Does the student teacher adjust instruction while in progress, with attention to the teachable moment?
7. Does the student teacher use a variety of appropriate assessment strategies?
8. Does the student teacher link an array of formal and informal assessments to instruction and consistently use this information to adjust future instruction?

<b>B4. USES FORMAL AND INFORMAL ASSESSMENT EVIDENCE TO IDENTIFY STRATEGIES TO IMPROVE INSTRUCTION.</b>	
DN	uses formal or informal assessments.
DE	uses formal and informal assessments;
ME	<b>AND</b> ...uses assessment evidence to identify strategies to improve instruction;
EE	<b>AND</b> ...uses assessment evidence to inform, guide and adjust individual students' learning by identifying strategies to differentiate instruction.

### **C. INSTRUCTIONAL PLANNING The student teacher...**

DN= Does Not Meet Expectations, DE=Developing Towards Expectations, ME=Meets Expectations (TARGET), EE=Exceeds Expectations

<b>✓ C1. IS FAMILIAR WITH AND USES RELEVANT ASPECTS OF STUDENTS' BACKGROUND, KNOWLEDGE, EXPERIENCE, AND SKILLS.</b>	
DN	is unfamiliar with the background, experiences, and skill level of most students in the class.
DE	is familiar with the relevant aspects of the background, knowledge, experience, and skills of most students in the class;
ME	<b>AND</b> ...uses relevant aspects of students' background, knowledge, experience, and skills of most students in the class.
EE	demonstrates detailed understanding of the background, experience, and skill level of ALL students in the class <b>AND</b> plans using what s/he knows about learners including developmental levels, prior learning, and interests.

#### **Questions for Reflection:**

1. Did the student teacher create an interest inventory?
2. Did the student teacher use pre-assessment tools?
3. Did the student teacher review student files?
4. Does the student teacher communicate with students during instructional and non-instructional time?
5. Does the student teacher plan/meet with resource personnel such as special education teachers/ESL teachers/aides/guidance?
6. Does the student teacher demonstrate a comprehensive knowledge of the concepts, principles, theories, and research about adolescent development? Does s/he use this knowledge to provide all adolescents with learning opportunities that are developmentally responsive, socially equitable, and academically rigorous?

<b>C2. PLANS DIFFERENTIATED INSTRUCTION TO ADDRESS THE UNIQUE CHARACTERISTICS OF INDIVIDUAL STUDENTS (E.G. TAG/GT, ESL, SPECIAL NEEDS).</b>	
DN	plans undifferentiated instruction.
DE	plans differentiated instruction to address the unique characteristics of some individuals in the class.
ME	effectively plans differentiated instruction to address the unique characteristics of most individuals in the class;
EE	<b>AND</b> ...seeks resources from instructional specialists to refine plans to meet learner needs.

#### **Questions for Reflection:**

1. Has the student teacher planned for and implemented a variety of activities which reflect differentiation?
2. Does the student teacher have appropriate expectations based on students' abilities, skills, and efforts?
3. Does the student teacher lead students in appropriate activities for applying scientific principles?
4. Does the student teacher use a variety of strategies to convey science concepts?
5. Does the student teacher promote science learning for all students?

<b>C3. PLANS APPROPRIATE INSTRUCTIONAL STRATEGIES TO MEET THE LEARNING OUTCOMES.</b>	
DN	plans inappropriate methods and activities to meet the learning outcomes.
DE	plans appropriate methods and activities to meet the learning outcomes;
ME	<b>AND</b> ...plans varied methods and activities to meet the learning outcomes;
EE	<b>AND</b> ...uses data to plan appropriate, varied methods and activities to meet the learning outcomes.

**Questions for Reflection:**

1. Is the plan for assessment aligned with the learning outcomes of the lesson?
2. Is the plan for assessment sufficiently systematic to provide the teacher with useful information about the extent to which learning outcomes have been met?
3. Is the assessment appropriate to the students in the class? What methods are used? How are students of limited English proficiency and students with exceptionalities provided with opportunities to display their knowledge of content?
4. Can the student teacher describe how he or she will use the results of the assessment in planning future instruction?
5. Does the student teacher use a variety of appropriate assessment strategies?
6. Does the student teacher use assessment results to guide instruction?
7. Does the student teacher use assessment results for student reflection on their own learning?
8. Does the student teacher assess student achievement using multiple strategies that focus on the key concepts found within the critical knowledge base, and can s/he articulate criteria for strategy selection?

<b>C4. INTEGRATES INSTRUCTIONAL TECHNOLOGY IN PLANNING.</b>	
DN	rarely integrates instructional technology in planning.
DE	sometimes integrates instructional technology in planning;
ME	regularly integrates appropriate instructional technology in planning to meet learning outcomes;
EE	<b>AND</b> ...integrates a variety of instructional technology in planning, <b>AND</b> clearly identifies alternative plans in the event technology fails.

**Questions for Reflection:**

1. Do methods meet all learning styles and levels?
2. Is technology consistently used to present content and/or allow student use of technology?
3. Are the strategies and methods used effectively?
4. Does the student teacher consistently plan to use more than one method or strategy during each lesson?
5. Does the student teacher have a backup strategy if needed?
6. Does the student teacher display strong personal content knowledge and a consistent ability to adjust its form, level or complexity to the needs and abilities of students?
7. Does the student teacher understand the application of math to science?
8. Does the student teacher successfully integrate technology?
9. Does the student teacher actively engage students in independent and collaborative inquiry? Does he or she consistently select instructional strategies that are challenging, culturally sensitive, and developmentally responsive?

<b>C5. INTEGRATES ESSENTIAL CONTENT IN PLANNING.</b>	
DN	integrates only non-essential content in planning.
DE	integrates essential content in some planning.
ME	integrates essential content in all planning;
EE	<b>AND</b> ...planning is expanded to elaborate on identified essential content to enhance student learning.

<b>C6. PLANS TIME REALISTICALLY FOR PACING AND TRANSITIONS FOR CONTENT MASTERY.</b>	
DN	plans time unrealistically for pacing and transitions.
DE	plans time realistically for pacing; however, transition time is not apparent.
ME	plans time realistically for pacing <b>AND</b> transitions.
EE	plans include realistic pacing allowing for content mastery <b>AND</b> meaningful transitions that promote student learning.

**Questions for Reflection:**

1. Does the student teacher pace instruction in such a way that students appear to be on task most of the time?
2. Is there evidence of established routines and procedures that help the student teacher maximize the time available for instruction?
3. If a non-instruction interruption occurs, does the student teacher resume instruction efficiently?
4. Do all students have meaningful work or activities for the entire instructional time?

**D. LEARNING ENVIRONMENT The student teacher ...**

DN= Does Not Meet Expectations, DE=Developing Towards Expectations, ME=Meets Expectations (TARGET), EE=Exceeds Expectations

✓	<b>D1. ESTABLISHES A SAFE PHYSICAL AND PSYCHOLOGICAL ENVIRONMENT.</b>
DN	maintains an unsafe physical and psychological environment.
DE	attempts to maintain a safe physical and psychological environment.
ME	effectively creates a safe physical and psychological environment;
EE	<b>AND</b> explains the purpose for these choices to students.

**Questions for Reflection:**

1. How much control does the student teacher have over the physical environment? How does the student teacher adapt instruction when he or she has limited control?
2. Are any safety violations or risks evident?
3. To what extent is there a match between the lesson or activity and the furniture or room configuration?
4. Is the space arranged so that all students, including those with special needs, have access to the lesson?
5. How do physical and psychological factors in the environment reflect the learning that takes place there?
6. Does the student teacher understand the legal and ethical responsibilities of science teachers?
7. Does the student teacher practices safe storage and disposal of materials?
8. Does the student teacher follow appropriate safety guidelines?
9. Does the student teacher treat all living organisms used in class ethically?
10. Does the student teacher develop close, mutually respectful supportive learning environments that promote the healthy development of all adolescents?

	<b>D2. ESTABLISHES A CLIMATE OF TRUST AND TEAMWORK.</b>
DN	ignores evidence that a climate of trust and teamwork is lacking.
DE	attempts to create a climate of trust and teamwork by being fair and respectful.
ME	purposefully creates a climate of trust and teamwork by being enthusiastic, fair, caring, and respectful to all students;
EE	<b>AND</b> ...fosters regular student collaboration.

**Questions for Reflection:**

1. Does the student teacher create equitable, caring, and productive learning environments?
2. Is the student teacher fair in interactions with students during the observed class period?
3. In what ways does the student teacher help students have access to learning?
4. In what ways does the student teacher help the students feel equally valued in the classroom?
5. Are there patterns of exclusion or over attention in the student-teacher interactions?
6. Is the student teacher inappropriately negative in remarks to students?
7. Do students treat each other fairly?
8. Does the student teacher respond appropriately to stereotyping, demeaning, or other unfair comments by students?

	<b>D3. MAINTAINS CONSISTENT STANDARDS FOR POSITIVE CLASSROOM BEHAVIOR.</b>
DN	ignores students' needs and behavior.
DE	attempts to maintain positive classroom behavior.
ME	responds effectively and consistently to students' needs and behavior <b>AND</b> can explain why the model they are using for positive classroom behavior is effective.
EE	demonstrates the ability to change and adapt classroom management plans based on students' changing needs and behavior <b>AND</b> explain why changes were made.

**Questions for Reflection:**

1. Can the student teacher identify when they have changed classroom management techniques due to changes in students' behavior?
2. Does the student teacher demonstrate the ability to problem-solve and implement a behavior management program while continuing with classroom instruction?

<b>D4. DEMONSTRATES RESPECT FOR AND RESPONSIVENESS TO THE CULTURAL BACKGROUNDS AND DIFFERING PERSPECTIVES OF LEARNERS.</b>	
DN	Infrequently shows awareness of the different cultural backgrounds and differing perspectives of learners in the classroom.
DE	can identify the different cultural backgrounds <b>AND</b> acknowledge different perspectives represented in the classroom;
ME	<b>AND</b> ...respects and responds to the varying cultural backgrounds and differing perspectives of learners in the classroom;
EE	<b>AND</b> ... incorporates these differences into his/her teaching and use of content examples.

**E. INSTRUCTIONAL DELIVERY The student teacher ...**

DN= Does Not Meet Expectations, DE=Developing Towards Expectations, ME=Meets Expectations (TARGET), EE=Exceeds Expectations

<b>E1. PRESENTS PROCEDURES AND OUTCOMES CLEARLY TO STUDENTS AND CHECKS FOR STUDENT UNDERSTANDING.</b>	
DN	presents unclear <b>OR</b> inaccurate information about the learning objectives or the procedures for instructional activities.
DE	provides students with clear, accurate information about the learning objectives and procedures for instructional activities;
ME	<b>AND</b> ...ensures that all students understand the learning objectives <b>AND</b> can carry out those procedures;
EE	<b>AND</b> ...consistently presents clear procedures and outcomes, <b>AND</b> effectively checks for student understanding.

**Questions for Reflection:**

1. Is the student teacher aware of the SOL and IEP goals?
2. Are these goals reflected in the student teacher's plans?
3. Does the student teacher inform the students of the goals before or during the learning experience?
4. Is the student teacher demonstrating how special needs students (IEP goals) are being addressed during instructional activities?

<b>E2. PRESENTS CONTENT ACCURATELY AND EFFECTIVELY.</b>	
DN	uses ineffective strategies when presenting content to students.
DE	uses effective strategies to present content to students;
ME	<b>AND</b> ...makes content relevant to students' prior experiences;
EE	<b>AND</b> ...continually presents material clearly and explicitly with well-chosen examples.

**Questions for Reflection:**

1. Does the student teacher communicate content clearly and accurately?
2. In lessons that are not teacher-directed, has the student teacher structured the learning environment or process in a way that enables students to understand the content?
3. Are students engaged with the content?
4. Do lessons as a whole have coherent structure?
5. Does the student teacher recognize and use opportunities to help students extend their thinking?
6. Is the student teacher able to use the current content appropriately as a springboard to independent, creative, or critical thinking?
7. Does the student teacher challenge students' thinking in ways relevant to their background knowledge and experiences?
8. Does the student teacher structure specific learning activities that encourage students to extend their thinking?
9. Does the student teacher understand the nature of scientific inquiry?
10. Does the student teacher frequently teach in engaging ways that maximize student learning?



<b>E3. ENGAGES AND MAINTAINS STUDENTS IN ACTIVE LEARNING.</b>	
DN	keeps students passively involved in learning, relying heavily on lectures, textbooks and worksheets.
DE	attempts to keep students actively involved, but some students are disengaged.
ME	keeps students actively involved by adapting instruction in the moment, based on student learning needs;
EE	<b>AND...</b> keeps all students challenged and highly engaged as active learners and problem solvers.

<b>E4. ENGAGES LEARNERS IN A RANGE OF LEARNING EXPERIENCES USING TECHNOLOGY.</b>	
DN	rarely uses technology to support student learning.
DE	provides students with guided practice in using technology to support student learning;
ME	<b>AND...</b> engages students in learning experiences with technology that is appropriate and challenging;
EE	<b>AND...</b> cultivates student collaboration and initiative in the use of appropriate technology to support student learning.

<b>E5. FACILITATES STUDENTS' USE OF HIGHER LEVEL THINKING SKILLS IN INSTRUCTION.</b>	
DN	uses low level questions that often require single, correct answers with a few students dominating discussion.
DE	uses questions that seem to involve answers determined in advance by the teacher, and that involve only some students in the discussion.
ME	poses a range of questions designed to promote student discussions, successfully engaging most students in the discussion.
EE	poses a range of questions designed to challenge students, resulting in thoughtful, genuine discussions among all students.

**Questions for Reflection:**

1. Does the student teacher use higher order questioning?
2. Does the student teacher give students a variety of ways to use content?
3. Does the student teacher understand the proper design of scientific experimentation?
4. Does the student teacher understand the application of math to science?
5. Does the student teacher lead students in investigating the nature of science?
6. Does the student teacher understand the nature of scientific inquiry?
7. Does the student teacher lead students in appropriate activities for applying scientific principles?
8. Does the student teacher understand the social impact and connection of current events to science?
9. Does the student teacher engage students in activities to relate science, citizenship, and cost?
10. Does the student teacher connect science to the community and promotes scientific literacy?
11. Does the student teacher frequently incorporate his or her content knowledge with the ideas, interests, and experiences of students, helping them to understand the integrative nature of knowledge?

<b>E6. DIFFERENTIATES INSTRUCTION AND PROVIDES APPROPRIATE ACCOMMODATIONS TO MEET THE NEEDS OF DIVERSE LEARNERS.</b>	
DN	provides undifferentiated instruction for students.
DE	attempts to accommodate student learning needs but with mixed success.
ME	differentiates and scaffolds instruction to accommodate most students' learning needs.
EE	successfully reaches all students by skillfully differentiating and scaffolding, using enrichment and remedial activities.

**Questions for Reflection:**

1. Does the student teacher communicate content equitably for females and males, students of different ethnic or economic groups, students with exceptionalities, or students of limited English proficiency?
2. Does the student teacher differentiate strategies and materials for all students or groups when appropriate?
3. Does the student teacher use flexible groups to meet the students' needs?
4. Does the student teacher lead students in appropriate activities for applying scientific principles?
5. Does the student teacher promote science learning for all students?
6. Does the student teacher value and appreciate all adolescents regardless of family circumstances, community environment, health, and /or economic conditions?
7. Does the student teacher serve as advocate for all adolescents in the school and in the community?

<b>E7. USES INSTRUCTIONAL AND TRANSITION TIME FOR CONTENT MASTERY.</b>	
DN	uses instructional time inappropriately and/or on activities of little instructional value.
DE	inconsistently uses instructional and transition time effectively.
ME	consistently uses instructional and transition time effectively for content mastery;
EE	<b>AND</b> ...performs non-instructional procedures efficiently.

**F. REFLECTION FOR STUDENT ACADEMIC PROGRESS** The student teacher ...

DN= Does Not Meet Expectations, DE=Developing Towards Expectations, ME=Meets Expectations (TARGET), EE=Exceeds Expectations

<b>✓ F1. PROVIDES SPECIFIC EVIDENCE TO DOCUMENT STUDENT LEARNING.</b>	
DN	provides unclear evidence to document student learning.
DE	collects and reviews some data to document student learning.
ME	consistently analyzes and interprets assessment data to document student learning over time.
EE	<b>AND</b> uses a variety of assessment data to document student learning and develop interim learning goals.

**Questions for Reflection:**

1. What documentation is the student teacher able to provide?
2. Can the student teacher interpret the documentation?
3. Does the student teacher use the documentation to plan future lessons?
4. Does the student teacher assess learning by recording grades, charting student progress, maintaining portfolios, and/or participation?
5. Does the student teacher use a variety of assessment techniques?
6. Does the student teacher select the most appropriate form of assessment?
7. Did the student teacher clarify the basis for assessment in clear, defined objectives?
8. Does the student teacher use assessment results to guide instruction?

<b>F2. TAKES RESPONSIBILITY FOR STUDENT LEARNING BY USING ONGOING ANALYSIS AND REFLECTION.</b>	
DN	puts the responsibility of learning on the student.
DE	acknowledges responsibility for student learning.
ME	takes responsibility for student learning by consistently making changes to plans and practice as a result of analysis and reflection;
EE	<b>AND</b> ...sets and implements professional goals to improve student learning.

**Questions for Reflection:**

1. Did the student teacher adjust or modify the teaching techniques used after reflecting on strengths and weaknesses?
2. Was the student teacher willing to be self-critical?
3. Was the student teacher willing to accept constructive criticism?
4. Does the student teacher identify teacher strengths?
5. Does the student teacher use assessment results for student reflection on their own learning?
6. Does the student teacher use feedback to guide improvements to instruction?

<b>F3. SEEKS AND USES INFORMATION FROM PROFESSIONAL SOURCES (E.G. COOPERATING TEACHER, COLLEAGUES, AND/OR RESEARCH) TO IMPROVE INSTRUCTION.</b>	
DN	relies solely on own knowledge to improve instruction.
DE	seeks information from the cooperating teacher <b>AND</b> attempts to use it to improve instruction.
ME	seeks information from professional resources <b>AND</b> uses it to improve instruction.
EE	seeks information from varied professional resources <b>AND</b> uses it effectively to improve instruction.

**Questions for Reflection:**

1. Does the student teacher have more than one strategy for improvement?
2. Do you see a change in performance based on the strategies?
3. Does the student teacher show initiative in seeking professional resources?
4. Does the student teacher engage in continual professional development to stay in current in the field?

5. Does the student teacher use feedback to guide improvements to instruction?
6. Does the student teacher take leadership roles in promoting and participating in activities designed to extend knowledge in their teaching fields, integrating content, using content specific teaching and assessment strategies, and integrating state-of-the-art technologies and literacy skills?
7. Does the student teacher initiate and value collaboration with others to improve instruction and assessment?
8. Does the student teacher comprehend the challenges that families may encounter in contemporary society and subsequently use available support services and other resources?
9. Does the student teacher take initiative to talk with teacher “specialists” to learn how to work with specific students?
10. Does the student teacher go beyond information in the classroom to add to his/her individual strengths and uniqueness?
11. Does the student teacher use assessment results to guide instruction?
12. Does the student teacher use personal reflection as a guide to professional growth?
13. Does the student teacher use feedback to guide improvements to instruction?

**G. PROFESSIONALISM The student teacher ...**

**DN= Does Not Meet Expectations, DE=Developing Towards Expectations, ME=Meets Expectations (TARGET), EE=Exceeds Expectations**

✓	<b>G1. DEMONSTRATES THE EXPECTATIONS OF THE PROFESSION INCLUDING CODES OF ETHICS, PROFESSIONAL STANDARDS OF PRACTICE AND RELEVANT LAW AND POLICY.</b>
DN	acts in an ethically questionable manner and does not follow federal and state laws and school policies.
DE	inconsistently adheres to ethical codes of conduct and professional standards (attendance, dress, meets deadlines, confidentiality, etc.).
ME	consistently adheres to ethical codes of conduct and professional standards (attendance, dress, meets deadlines, confidentiality, etc.);
EE	<b>AND</b> ...intentionally adheres to and can articulate federal and state laws, school policies and ethical guidelines.

	<b>G2. TAKES INITIATIVE TO GROW AND DEVELOP THROUGH INTERACTIONS THAT ENHANCE PRACTICE AND SUPPORT STUDENT LEARNING.</b>
DN	infrequently participates in school-based learning experiences.
DE	takes ownership of professional growth by participating in school-based professional learning experiences;
ME	<b>AND</b> ...practices the new strategies learned to support student learning;
EE	<b>AND</b> ...actively seeks and engages in ongoing professional learning opportunities in order to meet professional goals in support of student learning.

	<b>G3. COMMUNICATES EFFECTIVELY THROUGH ORAL AND WRITTEN LANGUAGE.</b>
DN	frequently makes errors in grammar, usage, and spelling in professional contexts.
DE	periodically makes errors in grammar, usage, and spelling in professional contexts.
ME	uses correct grammar, usage, and spelling in professional contexts;
EE	<b>AND</b> ...speaks and writes correctly and fluidly in professional contexts.

**Questions for Reflection:**

1. Does the student teacher model appropriate language usage either orally or in writing?
2. Is the student teacher aware of cultural and language differences within the class?
3. Does the student teacher respond appropriately to those differences?
4. Is the student teacher comfortable with students who speak and write differently?
5. Does the student teacher make few or no mistakes and display facility in conveying the subject to students?

	<b>G4. BUILDS RELATIONSHIPS AND COLLABORATES WITH FAMILIES, COMMUNITIES, COLLEAGUES, AND OTHER PROFESSIONALS TO PROMOTE LEARNER GROWTH AND DEVELOPMENT.</b>
DN	makes little or no effort to effectively build relationships or collaborate with colleagues, administrators, and families.
DE	attempts to build relationships and collaborate with colleagues, administrators, and families.
ME	collaborates with colleagues, administrators, and families to support the specific learning needs of students;
EE	<b>AND</b> ...communicates effectively to build strong relationships <b>AND</b> seeks out collaborative relationships with community members and other professionals to promote learner growth and development.

<b>G5. ACCESSES RESOURCES TO DEEPEN AN UNDERSTANDING OF CULTURAL, ETHNIC, GENDER AND LEARNING DIFFERENCES TO BUILD STRONGER RELATIONSHIPS AND CREATE MORE RELEVANT LEARNING EXPERIENCES.</b>	
DN	demonstrates ignorance towards cultural, ethnic, gender, and learning differences of students.
DE	occasionally demonstrates knowledge of cultural, ethnic, gender, and learning differences of students to build stronger relationships and create more relevant learning experiences.
ME	consistently demonstrates knowledge of cultural, ethnic, gender, and learning differences of students to build stronger relationships and create more relevant learning experiences;
EE	<b>AND...</b> incorporates learners' experiences, cultures and community resources into instruction.

**Questions for Reflection:**

1. Does the student teacher exhibit professional behaviors that interfere with student learning?
2. Does the student teacher take responsibility for, and steps to address, any professional behaviors that interfere with student learning?
3. Do the student teacher's professional behaviors actively enhance student learning and the performance of other professional responsibilities?
4. In general, has the student teacher demonstrated ethical and confidential handling of his/her professional responsibilities?
5. Can the student teacher identify specific situations that have called for special attention to confidentiality? How has s/he handled these situations?
6. Can the student teacher identify appropriate resources that would provide support for situations requiring special attention?
7. What specific areas of professional strength and areas for professional growth has the student teacher identified? What evidence does the student teacher present to support this assessment?
8. Has the student teacher participated in professional growth activities provided by the school or school division?
9. Has the student teacher developed a tentative long-term plan for professional growth?
10. Has the student teacher identified or participated in professional growth activities that extend beyond the school or school division, or that extend beyond the student teaching experience?
11. Does the student teacher's dress distract students from learning?
12. Is the student teacher's dress consistent with school division standards for teachers?
13. Does the student teacher's dress allow for appropriate interaction with students?
14. Does the student teacher interact with students, parents, and administrators in an ethical and professional manner?
15. Does the student teacher engage in activities that help parents and community members understand the nature of adolescents and the implications for parenting, teaching, and learning? Does the student teacher plan and execute successful parent conferences that involve adolescents as key participants and thoughtfully engage in other school and community activities?
16. Does the student teacher demonstrate a comprehensive understanding of his or her evolving role as a professional, the importance of his or her influence on all adolescents, and his or her responsibility for upholding high professional standards and modeling appropriate behaviors?
17. Does the grades 6-8 licensure student teacher demonstrate a comprehensive understanding of teaming/collaborative theories and processes and the interrelationships and interdependencies among various professionals that serve adolescents (e.g. school counselors, social service workers, home-school coordinators), and work as successful members of interdisciplinary teams?
18. Does the grades 6-8 licensure student teacher demonstrate a comprehensive knowledge of advisory/advocate theories, skills, and curriculum and regularly serve as advisors, advocates, and mentors of adolescents in various settings?
19. Does the student teacher take a leadership role in the larger learning community, accept professional responsibilities that extend beyond the classroom and school (e.g. advisory committees, parent-teacher organizations), and advocate for helping all adolescents become thoughtful, ethical, democratic citizens?
20. Does the student teacher model life-long learning and take a leadership role in refining classroom and school practices that address the needs of all adolescents, successful, practice, and experience?