



### 2016-2017 Teacher Evaluation & Contract Renewals

**Mission:** Freire Charter School provides a college-preparatory learning experience with a focus on individual freedom, critical thinking, and problem solving in an environment that emphasizes the values of community, teamwork, and nonviolence.

**Vision:** Freire Charter School is the power to build your future.

#### The Framework for Teaching: Components of Professional Practice

The program details below were designed with these 4 domains of professional practice in mind.

##### Domain 1: Planning and Preparation

- Demonstrating Knowledge of Content and Pedagogy
- Demonstrating Knowledge of Students
- Setting Instructional Outcomes
- Demonstrating Knowledge of Resources
- Designing Coherent Instruction
- Designing Student Assessments

##### Domain 3: Instruction

- Communicating with Students
- Using Questioning and Discussion Techniques
- Engaging Students in Learning
- Using Assessment in Instruction
- Demonstrating Flexibility and Responsiveness

##### Domain 2: The Classroom Environment

- Creating an Environment of Respect and Rapport
- Establishing a Culture for Learning
- Managing Classroom Procedures
- Managing Student Behavior
- Organizing Physical Space

##### Domain 4: Professional Responsibilities

- Reflecting on Teaching
- Maintaining Accurate Records
- Communicating with Families
- Participating in a Professional Community
- Growing and Developing Professionally
- Showing Professionalism

Taken from: <http://charlottedanielson.com/theframeteach.htm>

#### I. Teacher Evaluation

##### 1. Formal Observations

- i. All teachers will have at least one formal observation by the Head of School over the course of the school year.
- ii. If the teacher is up for contract renewal, the Head of School will perform 2 formal observations.
- iii. In the event that a teacher receives an unfavorable formal observation, a second one can be requested.

##### 2. Walkthroughs

- i. Administrators will do unannounced walkthrough observations. Feedback will be given by email or in person.

- ii. Teachers are encouraged to let the Head of School know if there is a particular lesson they would like to show off or need a second pair of eyes.
- iii. Other staff members, including mentors and coaches, will conduct walkthroughs on a non-evaluative basis.

## **II. Components of the Contract Renewal Process**

1. Formal Observations
2. Student Evaluations
  - i. A sampling of students across classes will complete an evaluation form of each teacher up for contract renewal.
  - ii. Teachers who are not up for contract renewal may also request student evaluations.
  - iii. A Head of School can also request student evaluations of teachers at any time during the school year.
  - iv. Student evaluations are anonymous and confidential. Teachers may access student evaluations after final grades and comments are submitted.
3. Parent Evaluations
  - i. At least 5 parents will be contacted randomly for feedback.
  - ii. All parents will have an opportunity to provide feedback on any teacher throughout the school year through the paper/pencil form or online survey.
4. Peer Evaluations
  - i. One community member will be chosen at random to evaluate the teacher.
  - ii. The teacher will select another community member to complete the second peer evaluation.
5. Self-Evaluation
  - i. Each teacher will complete a self-evaluation.
6. Student Services Evaluation
  - i. The student services team will provide feedback on each teacher regarding their work with the student services students. Common feedback includes:
    1. Number /timeliness of input forms completed
    2. Attendance at IEP meetings
    3. Accommodations / modifications
    4. Collaboration with SS teacher on progress monitoring
    5. Co-teaching
7. Write-ups
  - i. Any write-up in a teacher's file (both positive and negative) will be included during the contract renewal process.

Note: Freire teachers are evaluated on a continual basis to ensure that they are best serving the needs of our students and the School. Freire considers many additional factors such as student growth and achievement levels in the evaluation process. Teachers should refer to their contracts for more information.