



New Teacher Feedback Forms

MISSOURI'S EDUCATOR EVALUATION SYSTEM

YEAR 1

Prior to the Beginning of the School Year

Academic Year _____ - _____

Teacher: _____

Subject/Grade Level: _____

Standard 1.1 – Content Knowledge

Description: The mentee prepares lessons to guide students to a deeper understanding of content through planned instruction that reflects an accuracy of content knowledge

Reflection:

Standard 2.3 – Theory of Learning

Description: The mentee's planned learning activities are designed based on foundational and current learning theories and consistent with best-practice

Reflection:

Standard 3.1 – Implementing the Curriculum

Description: The mentee designs learning experiences appropriate for district curriculum and assessments

Reflection:

Standard 4.2 – Instructional Resources

Description: The mentee's lesson design includes the use of instructional resources and the appropriate use of technology

Reflection:

Standard 6.1 – Verbal and Non-Verbal Communication

Description: The mentee demonstrates effective verbal communication skills as well as non-verbal communication (written, posted, electronic, etc.)

Reflection:

Standard 8.3 – Professional Responsibilities

Description: The mentee understands school procedures and policies and adheres to all current school procedures and district policies as stated in the district's / school's code of conduct

Reflection:

Standard 9.1 – Induction and Collegial Activities

Description: The mentee meets regularly with their mentor and fully participates in the district/school induction process, documenting support and growth in mentor logs aligned to the state's mentor standards

Reflection:

Mentee's Signature

Date

Mentor's Signature

Date

Signatures indicate that the mentee and mentor have discussed these areas.

YEAR 1

First Month of the School Year

Academic Year _____ - _____

Teacher: _____

Subject/Grade Level: _____

Standard 1.2 Engaging in Content

Description: The mentee identifies and uses engagement strategies to keep students interested and engaged in the content

Reflection:

Standard 2.1 Student Development (see also 2.6)

Description: The mentee assesses student personalities and abilities in order to design and make instructional decisions based on developmental factors

Reflection:

Standard 5.1 Classroom Management

Description: The mentee uses basic classroom management techniques to address misbehavior and avoid disruptions in instruction to keep students generally interested and engaged in their learning

Reflection:

Standard 5.2 Time, Space, Transitions, and Activities

Description: The mentee designs routines that support effective management of time, space, transitions and activities

Reflection:

Standard 6.2 Sensitivity to Student Differences (see also 2.6)

Description: The mentee exhibits understanding, sensitivity and empathy toward student needs and differences

Reflection:

Standard 7.1 Use of Assessments

Description: The mentee demonstrates the use of formal and informal student assessments to address specific learning goals and modifications

Reflection:

Standard 9.1 – Induction and Collegial Activities

Description: The mentee meets regularly with their mentor and fully participates in the district/school induction process, documenting support and growth in mentor logs aligned to the state's mentor standards

Reflection:

Mentee's Signature

Date

Mentor's Signature

Date

Signatures indicate that the mentee and mentor have discussed these areas.

YEAR 1

2nd – 3rd Months of the School Year (Quarter 1)

Academic Year _____ – _____

Teacher: _____

Subject/Grade Level: _____

Standard 2.2 Student Goals

Description: The mentee establishes classroom routines and procedures that highlight student responsibility based on clear expectations

Reflection:

Standard 4.1 Critical Thinking Strategies

Description: The mentee demonstrates the use of various types of instructional strategies and appropriate resources resulting in student engagement in active learning to develop critical thinking and problem solving skills

Reflection:

Standard 4.3 Cooperative, Small Group and Independent Learning

Description: The mentee effectively manages students and learning activities in both individual and collaborative situations

Reflection:

Standard 5.2 Time, Space, Transitions, and Activities

Description: The mentee designs routines that support effective management of time, space, transitions and activities

Reflection:

Standard 7.3 Student-Led Assessments

Description: The mentee orientates students to various formats of assessment connecting each to particular types of knowledge/skills

Reflection:

Standard 7.5 Communicates Student Progress

Description: The mentee maintains confidential records of student work and performance that are in order, organized and current

Reflection:

Mentee's Signature

Date

Mentor's Signature

Date

Signatures indicate that the mentee and mentor have discussed these areas.

YEAR 1

4th – 5th Month of School (Quarter 2)

Academic Year _____ – _____

Teacher: _____

Subject/Grade Level: _____

Standard 1.5 Diverse Social and Cultural Perspectives

Description: The mentee identifies areas of potential bias in their lesson design and demonstrates the importance and appreciation of a variety of perspectives

Reflection:

Standard 2.4 Differentiated Lesson Design (see also 3.3)

Description: The mentee can articulate important characteristics and needs of their students as they apply to learning and designs lessons and activities based on these needs

Reflection:

Standard 3.2 Lessons for Diverse Learners

Description: The mentee uses learning activities that recognize individual needs of diverse learners and variations in learning styles and performance

Reflection:

Standard 6.1 Verbal and Non-Verbal Communication

Description: The mentee demonstrates effective and correct verbal and non-verbal communication

Reflection:

Standard 7.2 Assessment Data to Improve Learning

Description: The mentee collects data information and assessment results for instructional planning and decision-making

Reflection:

Standard 7.5 Communicates Student Progress

Description: The mentee maintains confidential records of student work and performance that are in order, organized and current

Reflection:

Mentee's Signature

Date

Mentor's Signature

Date

Signatures indicate that the mentee and mentor have discussed these areas.

YEAR 1

6th Month of School (Mid-Year)

Academic Year _____ - _____

Teacher: _____

Subject/Grade Level: _____

Standard 2.5 Use of Student's Prior Experience

Description: The mentee plans and uses various assessment strategies to determine individual experiences, intelligences, strengths and needs

Reflection:

Standard 5.2 Time, Space, Transitions, and Activities

Description: The mentee adjusts routines as needed to support effective management of time, space, transitions and activities

Reflection:

Standard 7.4 Effects of Instruction

Description: The mentee uses collects information through observation of classroom interactions, higher order questioning, and analysis of student work and uses information to adjust class instruction to impact learning

Reflection:

Standard 7.6 Collaborative Data Analysis

Description: The mentee maintains data analysis information and participates in data team training or works with a mentor and/or colleagues on data analysis

Reflection:

Standard 8.1 Self-Assessment and Improvement

Description: The mentee engages in self-assessment, reflection and problem-solving to enhance the impact on student learning

Reflection:

Standard 9.2 Collaborating to Meet Student Needs

Description: The mentee works collaboratively with colleagues to build relationships to more fully understand services and support needs in the school

Reflection:

Mentee's Signature

Date

Mentor's Signature

Date

Signatures indicate that the mentee and mentor have discussed these areas.

YEAR 1

7th – 8th Month of School (Quarter 3)

Academic Year _____ – _____

Teacher: _____

Subject/Grade Level: _____

Standard 1.2 Engaging in Content

Description: The mentee monitors and adjusts instructional strategies to maintain student engagement and interest

Reflection:

Standard 2.2 Student Goals

Description: The mentee uses classroom routines and procedures to promote student responsibility in setting clear personal goals and monitoring progress

Reflection:

Standard 4.3 Cooperative, Small Group and Independent Learning

Description: The mentee effectively manages students and learning activities in both individual and collaborative situations

Reflection:

Standard 7.2 Assessment Data to Improve Learning

Description: The mentee collects data information and assessment results for instructional planning and decision-making

Reflection:

Standard 7.5 Communicating Student Progress

Description: The mentee maintains confidential records of student work and performance and uses them when communicating student status and progress

Reflection:

Mentee's Signature

Date

Mentor's Signature

Date

Signatures indicate that the mentee and mentor have discussed these areas.

YEAR 1

9th – 10th Month of School (Quarter 4)

Academic Year _____ – _____

Teacher: _____

Subject/Grade Level: _____

Standard 2.5 Use of Student's Prior Experience

Description: The mentee plans and uses various assessment strategies to determine individual experiences, intelligences, strengths and needs

Reflection:

Standard 7.4 Effects of Instruction

Description: The mentee collects information through observation of classroom interactions, higher order questioning, and analysis of student work and reflects on impact of class instruction on learning

Reflection:

Standard 7.6 Collaborative Data Analysis

Description: The mentee maintains and uses data analysis information, participates in data team training and works with a mentor and/or colleagues on data analysis to benefit student learning

Reflection:

Standard 8.1 Self-Assessment and Improvement

Description: The mentee engages in self-assessment and problem-solving to reflect on their overall impact on student learning and documents appropriately in a professional development plan or growth plan

Reflection:

Standard 9.1 Induction & Collegial Activities

Description: The mentee meets regularly with a mentor to reflect on strengths and growth opportunities for next year and documents appropriately in mentor logs and/or professional development plans

Reflection:

Mentee's Signature

Date

Mentor's Signature

Date

Signatures indicate that the mentee and mentor have discussed these areas.

YEAR 1

End of School

Academic Year _____ - _____

Teacher: _____

Subject/Grade Level: _____

Standard 8.1 Self-Assessment and Improvement

Description: The mentee's professional development plan documents self-assessment and reflection strategies used throughout the year and engages in self-assessment and problem-solving to begin planning for next year

Reflection:

Standard 8.2 Professional Learning

Description: The mentee uses mentor as a source of information and becomes aware of available professional learning resources; professional growth plan has been maintained and documents focus and priority areas drawing on the first year and planning for the second year

Reflection:

Mentee's Signature

Date

Mentor's Signature

Date

Signatures indicate that the mentee and mentor have discussed these areas.

YEAR 2

Prior to the Beginning of the School Year

Academic Year _____ – _____

Teacher: _____

Subject/Grade Level: _____

Standard 1.1 – Content Knowledge

Description: The mentee prepares lessons to guide students to a deeper understanding of content through planned instruction that reflects an accuracy of content knowledge

Reflection:

Standard 1.3 Disciplinary Research and Inquiry Methodologies

Description: The mentee demonstrates an understanding of research and inquiry methodologies

Reflection:

Standard 3.1 – Implementing the Curriculum

Description: The mentee designs coherent learning objectives and experiences appropriate for district curriculum and assessments

Reflection:

Standard 4.2 – Instructional Resources

Description: The mentee's lesson design includes the use of instructional resources and the appropriate use of technology

Reflection:

Standard 9.1 – Induction and Collegial Activities

Description: The mentee meets regularly with the mentor to plan for the second year

Reflection:

Mentee's Signature

Date

Mentor's Signature

Date

Signatures indicate that the mentee and mentor have discussed these areas.

YEAR 2

First Month of the School Year

Academic Year _____ - _____

Teacher: _____

Subject/Grade Level: _____

Standard 1.2 Engaging in Content

Description: The mentee identifies and uses engagement strategies to keep students interested and engaged in the content

Reflection:

Standard 1.4 Interdisciplinary Instruction

Description: The mentee makes connections between various content areas which are logical and add to overall learning resulting in students understand the meaning of inter-disciplinary content connections

Reflection:

Standard 2.6 Language, Culture, Family, Community Values

Description: The mentee collects and reviews demographic and biographical data of students and modifies instructions and learning activities based on particular student characteristics

Reflection:

Standard 5.1 Classroom Management

Description: The mentee uses basic classroom management techniques to address misbehavior and avoid disruptions in instruction to keep students generally interested and engaged in their learning

Reflection:

Standard 5.2 Time, Space, Transitions, and Activities

Description: The mentee designs routines that support effective management of time, space, transitions and activities

Reflection:

Standard 6.4 Technology and Media Communication Tools

Description: The mentee plans for and uses technology and media communication tools to enhance the learning process resulting in students using technology effectively during instructional activities

Reflection:

Standard 7.1 Use of Assessments

Description: The mentee demonstrates the use of formal and informal student assessments to address specific learning goals and modifications

Reflection:

Mentee's Signature

Date

Mentor's Signature

Date

Signatures indicate that the mentee and mentor have discussed these areas.

YEAR 2

2nd – 3rd Months of the School Year (Quarter 1)

Academic Year _____ – _____

Teacher: _____

Subject/Grade Level: _____

Standard 2.2 Student Goals

Description: The mentee establishes classroom routines and procedures that highlight student responsibility based on clear expectations

Reflection:

Standard 4.1 Critical Thinking Strategies

Description: The mentee demonstrates the use of various types of instructional strategies and appropriate resources resulting in student engagement in active learning to develop critical thinking and problem solving skills

Reflection:

Standard 4.3 Cooperative, Small Group and Independent Learning

Description: The mentee effectively manages students and learning activities in both individual and collaborative situations

Reflection:

Standard 5.2 Time, Space, Transitions, and Activities

Description: The mentee designs routines that support effective management of time, space, transitions and activities

Reflection:

Standard 7.3 Student-Led Assessments

Description: The mentee orientates students to various formats of assessment connecting each to particular types of knowledge/skills

Reflection:

Standard 7.5 Communicates Student Progress

Description: The mentee maintains confidential records of student work and performance that are in order, organized and current

Reflection:

Mentee's Signature

Date

Mentor's Signature

Date

Signatures indicate that the mentee and mentor have discussed these areas.

YEAR 2

4th – 5th Month of School (Quarter 2)

Academic Year _____ – _____

Teacher: _____

Subject/Grade Level: _____

Standard 3.2 Lessons for Diverse Learners

Description: The mentee uses learning activities that recognize individual needs of diverse learners and variations in learning styles and performance

Reflection:

Standard 3.3 Instructional Goals and DI Strategies

Description: The mentee assesses lesson plans relative to long and short-term goals to accomplish curriculum standards and delivers instruction demonstrating differentiation strategies

Reflection:

Standard 5.3 Instructional Goals and DI Strategies

Description: The mentee engages in practices to learn the culture of the school and community to create a classroom learning environment structured to build positive student relationships and culture

Reflection:

Standard 7.2 Assessment Data to Improve Learning

Description: The mentee collects data information and assessment results for instructional planning and decision-making

Reflection:

Standard 7.5 Communicates Student Progress

Description: The mentee maintains confidential records of student work and performance that are in order, organized and current

Reflection:

Mentee's Signature

Date

Mentor's Signature

Date

Signatures indicate that the mentee and mentor have discussed these areas.

YEAR 2

6th Month of School (Mid-Year)

Academic Year _____ - _____

Teacher: _____

Subject/Grade Level: _____

Standard 2.5 Use of Student's Prior Experience

Description: The mentee plans and uses various assessment strategies to determine individual experiences, intelligences, strengths and needs

Reflection:

Standard 7.4 Effects of Instruction

Description: The mentee collects information through observation of classroom interactions, higher order questioning, and analysis of student work and uses information to adjust class instruction to impact learning

Reflection:

Standard 7.6 Collaborative Data Analysis

Description: The mentee maintains data analysis information and participates in data team training or works with a mentor and/or colleagues on data analysis

Reflection:

Standard 8.1 Self-Assessment and Improvement

Description: The mentee engages in self-assessment, reflection and problem-solving to enhance the impact on student learning

Reflection:

Standard 9.3 Cooperative Partnerships Supporting Learning

Description: The mentee engages in opportunities to develop relationships with students, families and the community and works to understand concerns and needs regarding student learning and well-being

Reflection:

Mentee's Signature

Date

Mentor's Signature

Date

Signatures indicate that the mentee and mentor have discussed these areas.

YEAR 2

7th – 8th Month of School (Quarter 3)

Academic Year _____ – _____

Teacher: _____

Subject/Grade Level: _____

Standard 1.2 Engaging in Content

Description: The mentee monitors and adjusts instructional strategies to maintain student engagement and interest

Reflection:

Standard 6.3 Speaking, Writing and Other Media

Description: The mentee plans and uses classroom activities which include, where appropriate, learner expression in speaking, writing, listening and the use of other media adhering to district policy

Reflection:

Standard 7.2 Assessment Data to Improve Learning

Description: The mentee collects data information and assessment results for instructional planning and decision-making

Reflection:

Standard 7.5 Communicating Student Progress

Description: The mentee maintains confidential records of student work and performance and uses them when communicating student status and progress

Reflection:

Mentee's Signature

Date

Mentor's Signature

Date

Signatures indicate that the mentee and mentor have discussed these areas.

YEAR 2

9th – 10th Month of School (Quarter 4)

Academic Year _____ – _____

Teacher: _____

Subject/Grade Level: _____

Standard 7.4 Effects of Instruction

Description: The mentee collects information through observation of classroom interactions, higher order questioning, and analysis of student work and reflects on impact of class instruction on learning

Reflection:

Standard 7.6 Collaborative Data Analysis

Description: The mentee maintains and uses data analysis information, participates in data team training and works with a mentor and/or colleagues on data analysis to benefit student learning

Reflection:

Standard 8.1 Self-Assessment and Improvement

Description: The mentee engages in self-assessment and problem-solving to reflect on their overall impact on student learning and documents appropriately in a professional development plan or growth plan

Reflection:

Standard 9.1 Induction & Collegial Activities

Description: The mentee meets regularly with a mentor to reflect on strengths and growth opportunities for next year and documents appropriately in mentor logs and/or professional development plans

Reflection:

Mentee's Signature

Date

Mentor's Signature

Date

Signatures indicate that the mentee and mentor have discussed these areas.

YEAR 2

End of the School Year

Academic Year _____ – _____

Teacher: _____

Subject/Grade Level: _____

Standard 8.1 Self-Assessment and Improvement

Description: The mentee's professional development plan documents self-assessment and reflection strategies used throughout the year and engages in self-assessment and problem-solving to begin planning for next year

Reflection:

Standard 8.2 Professional Learning

Description: The mentee uses mentor as a source of information and becomes aware of available professional learning resources; professional growth plan has been maintained and documents focus and priority areas drawing on the first year and planning for the second year

Reflection:

Mentee's Signature

Date

Mentor's Signature

Date

Signatures indicate that the mentee and mentor have discussed these areas.