

San Diego Unified School District
Proposal to the
San Diego Education Association
Proposal

6/19 District
1:42pm

Article 14 (Performance Evaluation Procedures)
District Proposal Passed June 19, 2014

INTRODUCTION AND INTENT

The District's initial proposal included an interest in developing "a new evaluation article and process, focused on fostering meaningful professional growth and development for all teachers." This interest is related directly to Vision 2020, quality teaching and professional learning for all staff (two of our indicators of quality schools), and the accomplishment of our mission to have and maintain a quality school in every neighborhood. This interest was also a common topic in the District's comprehensive information-gathering process involving various schools, departments and stakeholders.

The District's interests related to evaluation are, stated generally, to move to an evaluation system that:

- Focuses primarily on growth and development – on how all classroom and non-classroom personnel can improve their craft;
- Recognizes the difficulty and complexity of the profession by providing more specificity and guidance regarding performance expectations than a simple list of six indicators, with nothing more than a rating of "effective," "requires improvement," or "unsatisfactory;"
- Supports administrators and unit members to grow by knowing specifically what should be demonstrated in instructional and non-instructional settings, and how improved performance would look;
- Is a reflective, meaningful professional growth experience for our most outstanding unit members and for those who are struggling, and all in between – one that strives to support every unit member in their craft for having participated in it, and that is viewed by unit members and administrators positively as an opportunity for professional growth.

As has been conveyed to SDEA previously, the District is *not* seeking the implementation of a "value added" formula model. The District *does* seek a system that is a resource for the professional growth and development of our certificated staff, because it provides meaningful, relevant feedback on an ongoing basis using standards and rubrics that are detailed and comprehensive. The District's position is the current evaluation system does not meet this standard, neither in its language nor in its implementation.

Additionally, the District believes the best way to develop an evaluation system meeting the criteria above is to develop it collaboratively and carefully. Therefore, the District proposes that an existing evaluation model/tool be refined by district administrators and unit members in a

systematic and collaborative way, over time, for implementation districtwide at the beginning of the 2016-17 school year.

PROPOSAL

Model

The District proposes that the new evaluation article/system, for classroom unit members, be based on the 5D+™ Teacher Evaluation Rubric developed by the Center for Educational Leadership at the University of Washington (copy attached). The District is not proposing the adoption of this rubric without consideration of refinements for specific district-based realities or preferences, but the District believes it is preferable to start with an existing, proven model, and to focus on refining, perfecting and implementing that model. The District considers the 5D+™ model a high quality, well-researched model/rubric that is consistent with other widely-used and accepted teaching standards and rubrics (including the California Standards for the Teaching Profession and the National Standards for the Teaching Profession).

The 5D+™ Rubric is based on an instructional framework focusing on the 5 Dimensions of Teaching and Learning: 1) Purpose; 2) Student Engagement; 3) Curriculum & Pedagogy; 4) Assessment for Student Learning; and 5) Classroom Environment & Culture. The Rubric also includes a sixth dimension related to out-of-classroom collaboration and communication: Professional Collaboration & Communication.

Each dimension in the rubric contains between 5 and 7 subdimensions (there are 37 subdimensions in total), and for each of those subdimensions there is a description of the observed performance at four different levels. Materials from the Center for Educational Leadership state the language describing each performance level has been examined by a psychometrician to assure clarity, to avoid a teacher being rated more than once for similar teaching performance, and to ensure that each indicator evaluates only one aspect of teaching practice. In addition to providing a common lens through which growth and development can be assessed, the model and its dimensions, subdimensions and descriptors were created with the involvement of classroom teachers.

These dimensions also correlate to the evaluation elements currently used (see Section 14.3.1.1), as follows:

Current Evaluation Element	Applicable 5D+™ Dimensions
<ul style="list-style-type: none"> • Progress of students toward established standards 	<ul style="list-style-type: none"> • Assessment for Student Learning • Curriculum & Pedagogy
<ul style="list-style-type: none"> • Instructional techniques and strategies 	<ul style="list-style-type: none"> • Purpose • Student Engagement
<ul style="list-style-type: none"> • Adherence to curricular objectives 	<ul style="list-style-type: none"> • Purpose • Student Engagement • Curriculum & Pedagogy • Assessment for Student Learning
<ul style="list-style-type: none"> • Establishment and maintenance of a suitable learning environment 	<ul style="list-style-type: none"> • Classroom Environment & Culture

<ul style="list-style-type: none"> • Performance of non-instructional duties and responsibilities 	<ul style="list-style-type: none"> • Professional Collaboration & Communication
<ul style="list-style-type: none"> • Achievement of stated objectives 	<ul style="list-style-type: none"> • As outlined in entire document

In addition to the correlation on a topical level and the different approach, the District believes the dimensions in the 5D+™ model represent a preferable set of descriptors — it focuses on the fundamentals of quality teaching, one of the twelve quality school indicators; it focuses on the act and craft of teaching more than outcomes; it addresses what teachers can control; it fosters an inquiry-based approach to evaluation; and it can be adapted to meet local realities. In short, the model is a great template from which to build an evaluation system focused on growth and development. The District also believes the 5D+™ model/rubric is consistent with current substantive expectations of District teachers, i.e. that it does not impose any performance standards or expectations on teachers that are not already encompassed within the evaluation elements in Section 14.3.1.1 of the contract.

Development and Implementation

Instructional Personnel

The District proposes that the parties commit to establishing a new classroom teacher evaluation system, and that the parties demonstrate that commitment by entering into a binding agreement that a new evaluation system will be implemented, districtwide, at the beginning of the 2016-17 school year.

The District proposes the following timetable for development and action prior to July 1, 2016:

1. 2014-15 School Year: Development of SDUSD-Specific Evaluation System. During the upcoming school year a committee of up to twelve (12) people, up to six (6) appointed by the District and up to six (6) appointed by SDEA, will meet at least monthly to review the 5D+™ model, address potential modifications and refinements, identify pilot implementation schools (a group of 25% of the District's elementary, middle and high schools, with representation across the District geographically and across low/middle/high school performance levels), and plan for implementation at these pilot schools in the 2015-16 school year with teachers scheduled to be evaluated in that year. The work of this committee will include support from the Center for Educational Leadership and (if desired by SDEA) the California Teachers Association.
2. 2015-16 School Year: Implementation at Selected Pilot Schools, and Further Refinement of Evaluation System. During the 2015-16 school year the same committee will review the progress of implementation at the pilot schools, and based on that review will address potential modifications and refinements, and plan for full implementation in the 2016-17 school year. The work of this committee during this year will again include support from the Center for Educational Leadership and (if desired by SDEA) the California Teachers Association. During this school year the district and SDEA will also meet and finalize any changes to contract language (Sections 14.1 through 14.8) needed to implement the model refined/finalized by the committee.

3. 2016-17 School Year: Full Implementation. Per the development and implementation agreement proposed by the District, the new evaluation system will be implemented throughout the District commencing with the 2016-17 school year.

Non-Instructional Personnel

The District also proposes that the parties commit to establishing a new evaluation system for non-instructional personnel, using the same committee structure and timetable described above, and that the parties demonstrate that commitment by entering into a binding agreement that this new evaluation system will be implemented, districtwide, at the beginning of the 2016-17 school year. As with the proposal for instructional personnel, the District believes the best way to develop an evaluation system meeting the criteria below is to develop it systematically, collaboratively and carefully.

This system, like the system for instructional personnel, will focus on continuous professional growth and development, with non-instructional personnel being evaluated on the same time schedule as other certificated professionals. The District proposes that these employees will be evaluated by the site administrator (principal or vice-principal), and that any non-instructional personnel currently an itinerant position providing service to more than two schools will be evaluated by the department/division central office administrator.

Commencing with the 2016-17 school year, any further modifications to the evaluation system would be subject to the regular bargaining process.

This proposal addresses the District's interest in jointly developing a new evaluation system, but does not address Sections 14.10 (Personnel Files) and 14.11 (Complaints) of the current agreement. The District reserves the right to submit proposals on those sections at a later time.

5D+™ Teacher Evaluation Rubric

We know that building the capacity of teachers will lead to better instruction and greater learning for all students. Helping educators understand what good teaching looks like is at the heart of the Center for Educational Leadership's 5D+ Teacher Evaluation Rubric – a growth-oriented tool for improving instruction.

Dimensions of the 5D+ Teacher Evaluation Rubric

The 5D+ Teacher Evaluation Rubric is based on the 5 Dimensions of Teaching and Learning (5D) instructional framework, which is derived from an extensive study of research on the core elements that constitute quality instruction. These core elements have been incorporated into the 5D framework and 5D+ rubric as five dimensions – Purpose, Student Engagement, Curriculum & Pedagogy, Assessment for Student Learning, and Classroom Environment & Culture – which are divided into 13 subdimensions. The 5D+ rubric also includes Professional Collaboration and Communication, which is based on activities and relationships that teachers engage in outside of classroom instruction.

Organization of the 5D+ Teacher Evaluation Rubric

The 5D+ rubric is composed of 37 indicators of teacher performance, which are grouped by dimension. In the example below: the dimension is Purpose, the subdimension is Standards, and the indicator is Connection to Standards, Broader Purpose and Transferable Skill. The pages are color-coded by dimension.

Purpose	Engagement	Curriculum & Pedagogy	Assessment for Student Learning	Classroom Environment & Culture	Professional Collaboration and Communication
Standards: Connection to standards, broader purpose and transferable skill					
<small>The lesson is not based on grade level standards. The lesson does not align to the standard. The lesson does not link to broader purpose or a transferable skill.</small>	<small>The lesson is based on grade level standards. The lesson is occasionally linked to standard. The lesson is occasionally linked to broader purpose or a transferable skill.</small>	<small>The lesson is based on grade level standards. The lesson is frequently linked to standard. The lesson is frequently linked to broader purpose or a transferable skill.</small>	<small>The lesson is based on grade level standards. The lesson is frequently linked to standard. The lesson is frequently linked to broader purpose or a transferable skill.</small>	<small>The lesson is based on grade level standards. The lesson is frequently linked to standard. The lesson is frequently linked to broader purpose or a transferable skill.</small>	<small>The lesson is based on grade level standards. The lesson is frequently linked to standard. The lesson is frequently linked to broader purpose or a transferable skill.</small>

Performance Levels

Performance levels within each indicator are used to delineate teaching practice, from unsatisfactory to basic, proficient and distinguished. The sophistication of teaching practice and the role of students increase across the levels of performance. The language describing each performance level has been carefully examined by a psychometrician to assure clarity, to avoid the risk of a teacher being rated more than once for similar teaching behavior, and to ensure that each indicator evaluates only one aspect of teaching practice. A careful analysis of instructional practice leads to the determination of a teacher's performance level on each indicator.

Resources and Support

This 5D+ Teacher Evaluation Rubric is available as a pdf on the University of Washington Center for Educational Leadership website at www.k-12leadership.org/teacher-eval. You will also find associated resource materials and a description of the services CEL can provide to support your implementation.

	Purpose	Unsatisfactory	Basic	Proficient	Distinguished
P1	Standards: Connection to standards, broader purpose and transferable skill The lesson is not based on grade level standards. There are no learning targets aligned to the standard. The lesson does not link to broader purpose or a transferable skill.	The lesson is based on grade level standards and the learning target(s) align to the standard. The lesson is occasionally linked to broader purpose or a transferable skill.	The lesson is based on grade level standards and the learning target(s) align to the standard. The lesson is frequently linked to broader purpose or a transferable skill.	The lesson is based on grade level standards and the learning target(s) align to the standard. The lesson is consistently linked to broader purpose or a transferable skill.	
P2	Standards: Connection to previous and future lessons The lesson is rarely or never linked to previous and future lessons.	The lesson is clearly linked to previous and future lessons.	The lesson is clearly linked to previous and future lessons. Lessons build on each other in a logical progression.	The lesson is clearly linked to previous and future lessons. Lessons build on each other in ways that enhance student learning. Students understand how the lesson relates to previous lesson.	
P3	Teaching Point: Teaching point(s) are based on students' learning needs Teacher rarely or never bases the teaching point(s) on students' learning needs – academic background, life experiences, culture and language.	Teacher bases the teaching point(s) on limited aspects of students' learning needs – academic background, life experiences, culture and language.	Teacher bases the teaching point(s) on the learning needs – academic background, life experiences, culture and language – for some groups of students.	Teacher bases the teaching point(s) on the learning needs – academic background, life experiences, culture and language – for groups of students and individual students.	
P4	Learning Target: Communication of learning target(s) Teacher rarely or never states or communicates with students about the learning target(s).	Teacher states the learning target(s) at the beginning of each lesson.	Teacher communicates the learning target(s) through verbal and visual strategies and checks for student understanding of what the target(s) are.	Teacher communicates the learning target(s) through verbal and visual strategies, checks for student understanding of what the target(s) are and references the target throughout instruction.	
P5	Learning Target: Success criteria and performance task(s) The success criteria for the learning target(s) are nonexistent or aren't clear to students.	The success criteria for the learning target(s) are clear to students. The performance tasks align to the success criteria in a limited manner.	The success criteria for the learning target(s) are clear to students. The performance tasks align to the success criteria.	The success criteria for the learning target(s) are clear to students. The performance tasks align to the success criteria. Students refer to success criteria and use them for improvement.	

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5D, "5 DIMENSIONS OF TEACHING AND LEARNING" AND OTHER LOGOS/IDENTIFIERS ARE TRADEMARKS OF THE UNIVERSITY OF WASHINGTON CENTER FOR EDUCATIONAL LEADERSHIP.

Student Engagement		Basic		Proficient		Distinguished	
Unsatisfactory		Basic		Proficient		Distinguished	
SE1	Intellectual Work: Quality of questioning	Teacher occasionally asks questions to probe and deepen students' understanding or uncover misconceptions.	Teacher frequently asks questions to probe and deepen students' understanding or uncover misconceptions. Teacher assists students in clarifying their thinking with one another.	Teacher occasionally asks questions to probe and deepen students' understanding or uncover misconceptions.	Teacher frequently asks questions to probe and deepen students' understanding or uncover misconceptions. Teacher assists students in clarifying their thinking with one another. Students question one another to probe for deeper thinking.	Teacher rarely or never asks questions to probe and deepen students' understanding or uncover misconceptions.	Teacher frequently asks questions to probe and deepen students' understanding or uncover misconceptions. Teacher assists students in clarifying their thinking with one another. Students question one another to probe for deeper thinking.
	Intellectual Work: Ownership of learning	Teacher rarely or never provides opportunities and strategies for students to take ownership of their learning. Locus of control is with teacher.	Teacher occasionally provides opportunities and strategies for students to take ownership of their learning. Some locus of control is with students in ways that support students' learning.	Teacher rarely or never provides opportunities and strategies for students to take ownership of their learning. Locus of control is with teacher.	Teacher consistently provides opportunities and strategies for students to take ownership of their learning. Most locus of control is with students in ways that support students' learning.	Teacher rarely or never provides opportunities and strategies for students to take ownership of their learning. Locus of control is with teacher.	Teacher consistently provides opportunities and strategies for students to take ownership of their learning. Most locus of control is with students in ways that support students' learning.
SE2	Engagement Strategies: High cognitive demand	Teacher expectations and strategies engage few or no students in work of high cognitive demand.	Teacher expectations and strategies engage most students in work of high cognitive demand.	Teacher expectations and strategies engage some students in work of high cognitive demand.	Teacher expectations and strategies engage all students in work of high cognitive demand.	Teacher expectations and strategies engage few or no students in work of high cognitive demand.	Teacher expectations and strategies engage all students in work of high cognitive demand.
	Engagement Strategies: Strategies that capitalize on learning needs of students	Teacher rarely or never uses strategies based on the learning needs of students – academic background, life experiences, culture and language of students.	Teacher uses strategies that capitalize and are based on learning needs of students – academic background, life experience and culture and language of students – for the whole group.	Teacher uses strategies that capitalize and are based on learning needs of students – academic background, life experiences, culture and language of students – for the whole group and small groups of students.	Teacher uses strategies that capitalize and build upon learning needs of students – academic background, life experiences, culture and language of students – for the whole group, small groups of students and individual students.	Teacher rarely or never uses strategies based on the learning needs of students – academic background, life experiences, culture and language of students.	Teacher uses strategies that capitalize and build upon learning needs of students – academic background, life experiences, culture and language of students – for the whole group, small groups of students and individual students.
SE3	Engagement Strategies: Expectation, support and opportunity for participation and meaning making	Teacher rarely or never uses engagement strategies and structures that facilitate participation and meaning making by all students. Few students have the opportunity to engage in quality talk.	Teacher uses engagement strategies and structures that facilitate participation and meaning making by all students. Most students have the opportunity to engage in quality talk.	Teacher uses engagement strategies and structures that facilitate participation and meaning making by all students. Some students have the opportunity to engage in quality talk.	Teacher sets expectation and provides support for a variety of engagement strategies and structures that facilitate participation and meaning making by students. All students have the opportunity to engage in quality talk. Routines are often student-led.	Teacher rarely or never uses engagement strategies and structures that facilitate participation and meaning making by all students. Few students have the opportunity to engage in quality talk.	Teacher sets expectation and provides support for a variety of engagement strategies and structures that facilitate participation and meaning making by students. All students have the opportunity to engage in quality talk. Routines are often student-led.
	Talk: Substance of student talk	Student talk is nonexistent or is unrelated to content or is limited to single-word responses or incomplete sentences directed to teacher.	Student talk is directed to teacher. Talk associated with content occurs between students, but students do not provide evidence for their thinking.	Student talk is directed to teacher. Talk associated with content occurs between students, but students do not provide evidence for their thinking.	Student-to-student talk reflects knowledge and ways of thinking associated with the content. Students provide evidence to support their arguments and new ideas.	Student talk is nonexistent or is unrelated to content or is limited to single-word responses or incomplete sentences directed to teacher.	Student-to-student talk reflects knowledge and ways of thinking associated with the content. Students provide evidence to support their arguments and new ideas.

Curriculum & Pedagogy

Unsatisfactory

Basic

Proficient

Distinguished

Curriculum: Alignment of instructional materials and tasks

Instructional materials and tasks rarely or never align with the purpose of the unit and lesson.

Instructional materials and tasks align with the purpose of the unit and lesson.

Instructional materials and tasks align with the purpose of the unit and lesson. Materials and tasks frequently align with student's level of challenge.

Instructional materials and tasks align with the purpose of the unit and lesson. Materials and tasks consistently align with student's level of challenge.

Teaching Approaches and/or Strategies: Discipline-specific conceptual understanding

Teacher rarely or never uses discipline-specific teaching approaches and strategies that develop students' conceptual understanding.

Teacher occasionally uses discipline-specific teaching approaches and strategies that develop students' conceptual understanding.

Teacher frequently uses discipline-specific teaching approaches and strategies that develop students' conceptual understanding.

Teacher consistently uses discipline-specific teaching approaches and strategies that develop students' conceptual understanding.

Teaching Approaches and/or Strategies: Pedagogical content knowledge

Instruction is rarely or never consistent with pedagogical content knowledge and does not support students in discipline-specific habits of thinking.

Instruction is occasionally consistent with pedagogical content knowledge and supports students in discipline-specific habits of thinking.

Instruction is frequently consistent with pedagogical content knowledge and supports students in discipline-specific habits of thinking.

Instruction is always consistent with pedagogical content knowledge and supports students in discipline-specific habits of thinking.

Teaching Approaches and/or Strategies: Teacher knowledge of content

Teacher demonstrates a lack of knowledge of discipline-based concepts by making content errors.

Teacher demonstrates a basic knowledge of how discipline-based concepts relate to or build upon one another.

Teacher demonstrates a solid understanding of how discipline-based concepts relate to or build upon one another. Teacher identifies and addresses student misconceptions in the lesson or unit.

Teacher demonstrates an in-depth understanding of how discipline-based concepts relate to or build upon one another. Teacher identifies and addresses student misconceptions that impact conceptual understanding over time.

Teaching Approaches and/or Strategies: Differentiated instruction

Teacher rarely or never uses strategies that differentiate for individual learning strengths and needs.

Teacher occasionally uses strategies that differentiate for individual learning strengths and needs.

Teacher frequently uses strategies that differentiate for individual learning strengths and needs.

Teacher consistently uses strategies that differentiate for individual learning strengths and needs.

Scaffolds for Learning: Scaffolds the task

Teacher rarely or never provides scaffolds and structures that are related to and support the development of the targeted concepts and/or skills.

Teacher provides limited scaffolds and structures that may or may not be related to and support the development of the targeted concepts and/or skills.

Teacher provides scaffolds and structures that are clearly related to and support the development of the targeted concepts and/or skills.

Teacher provides scaffolds and structures that are clearly related to and support the development of the targeted concepts and/or skills. Students use scaffolds across tasks with similar demands.

Scaffolds for Learning: Gradual release of responsibility

Teacher rarely or never uses strategies for the purpose of gradually releasing responsibility to students to promote learning and independence.

Teacher occasionally uses strategies for the purpose of gradually releasing responsibility to students to promote learning and independence.

Teacher frequently uses strategies for the purpose of gradually releasing responsibility to students to promote learning and independence.

Teacher consistently uses strategies for the purpose of gradually releasing responsibility to students to promote learning and independence. Students expect to be self-reliant.

Assessment for Student Learning		Basic	Proficient	Distinguished
Unsatisfactory				
A1	Assessment: Self-assessment of learning connected to the success criteria Students are rarely or never given an opportunity to assess their own learning in relation to the success criteria for the learning target.	Students are occasionally given an opportunity to assess their own learning in relation to the success criteria for the learning target.	Students frequently assess their own learning in relation to the success criteria for the learning target.	Students consistently assess their own learning in relation to the success criteria and can determine where they are in connection to the learning target.
A2	Assessment: Demonstration of learning Assessments are not aligned with the learning targets.	Assessment tasks are partially aligned with the learning targets, allowing students to demonstrate some understanding and/or skill related to the targets.	Assessment tasks are aligned with the learning targets, allowing students to demonstrate their understanding and/or skill related to the learning targets.	Assessment tasks are aligned with the learning targets and allow students to demonstrate complex understanding and/or skill related to the learning targets.
A3	Assessment: Formative assessment opportunities Teacher rarely or never provides formative assessment opportunities during the lesson.	Teacher only provides formative assessment opportunities to determine students' understanding of directions and task.	Teacher provides formative assessment opportunities that align with the learning target(s).	Teacher provides a variety of strategies for formative assessment that align with the learning target(s).
A4	Assessment: Collection systems for formative assessment data Teacher rarely or never uses an observable system and/or routines for recording formative assessment data.	Teacher has an observable system and routines for recording formative assessment data and occasionally uses the system for instructional purposes.	Teacher has an observable system and routines for recording formative assessment data, uses multiple sources and frequently uses the system for instructional purposes.	Teacher has an observable system and routines for recording formative assessment data, uses multiple sources and consistently uses the system for instructional purposes.
A5	Assessment: Student use of assessment data Students rarely or never use assessment data to assess their own learning.	Students occasionally use assessment data to assess their own learning, determine learning goals and monitor progress over time.	Students frequently use assessment data to assess their own learning, determine learning goals and monitor progress over time.	Students consistently use assessment data to assess their own learning, determine learning goals and monitor progress over time.
A6	Adjustments: Teacher use of formative assessment data Teacher rarely or never uses formative assessment data to make instructional adjustments, give feedback to students or modify lessons.	Teacher uses formative assessment data to modify future lessons.	Teacher uses formative assessment data to make in-the-moment instructional adjustments, modify future lessons and give general feedback aligned with the learning target.	Teacher uses formative assessment data to make in-the-moment instructional adjustments, modify future lessons and give targeted feedback aligned with the learning target to individual students.

Classroom Environment & Culture

Unsatisfactory

Basic

Proficient

Distinguished

Use of Physical Environment: Arrangement of classroom

Physical environment of the room is unsafe and the arrangement gets in the way or distracts from student learning and the purpose of the lesson.

The physical environment is safe but the arrangement neither supports nor distracts from student learning or the purpose of the lesson.

The physical environment is safe, and the arrangement supports student learning and the purpose of the lesson.

The physical environment is safe, and the arrangement supports student learning and the purpose of the lesson. Teacher and students use the physical arrangement for learning.

Use of Physical Environment: Accessibility and use of materials

The resources, materials and technology in the classroom do not relate to the content or current units studied, or are not accessible to all students to support their learning during the lesson.

The resources, materials and technology in the classroom relate to the content or current unit studied and are accessible to all students but are not referenced by teacher.

The resources, materials and technology in the classroom relate to the content or current unit studied, are accessible to all students and are intentionally used by teacher to support learning.

The resources, materials and technology in the classroom relate to the content or current unit studied, are accessible to all students and are intentionally used by both teacher and student to support learning. Students are familiar and comfortable with using the available resources.

Classroom Routines and Rituals: Discussion, collaboration and accountability

Routines for discussion and collaborative work are absent, poorly executed or do not hold students accountable for their work and learning.

Routines for discussion and collaborative work are present, but may not result in effective discourse. Students are held accountable for completing their work but not for learning.

Routines for discussion and collaborative work have been taught, are evident, and result in effective discourse related to the lesson purpose. With prompts, students use these routines during the lesson. Students are held accountable for their work and learning.

Routines for discussion and collaborative work have been explicitly taught, are evident, and result in effective discourse related to the lesson purpose. Students independently use the routines during the lesson. Students are held accountable for their work, take ownership for their learning and support the learning of others.

Classroom Routines and Rituals: Use of learning time

Teacher or students frequently disrupt or interrupt learning activities, which results in loss of learning time. Transitions are disorganized and result in loss of instructional time.

Teacher or students occasionally disrupt or interrupt learning activities, which results in some loss of learning time. Some transitions are disorganized and result in loss of instructional time.

Learning time is mostly maximized in service of learning. Transitions are teacher-dependent and maximize instructional time.

All available time is maximized in service of learning. Transitions are student-managed, efficient, and maximize instructional time.

Classroom Routines & Rituals: Managing student behavior

Teacher rarely or never responds to student misbehavior by following classroom routines and/or building discipline procedures. Student behavior does not change or may escalate.

Teacher responds to student misbehavior by following classroom routines and/or building discipline procedures, but with uneven student behavior results.

Teacher responds to student misbehavior by following classroom routines and building discipline procedures. Student misbehavior is rare.

Teacher responds to student misbehavior by following classroom routines and building discipline procedures. Student behavior is appropriate. Students manage themselves, assist each other in managing behavior, or there is no student misbehavior.

Classroom Environment & Culture

Unsatisfactory

Basic

Proficient

Distinguished

CEC6 Classroom Culture: Student status

Teacher does not develop appropriate and positive teacher-student relationships that attend to students' well-being. Patterns of interaction or lack of interaction promote rivalry and/or unhealthy competition among students or some students are relegated to low status positions.

Teacher demonstrates appropriate teacher-student relationships that foster students' well-being. Patterns of interaction between teacher and students may send messages that some students' contributions are more valuable than others.

Teacher and students demonstrate appropriate teacher-student and student-student relationships that foster students' well-being and adapt to meet individual circumstances. Patterns of interaction between teacher and students and among students indicate that all are valued for their contributions.

Teacher and students demonstrate appropriate teacher-student and student-student relationships that foster students' well-being and adapt to meet individual circumstances. Patterns of interaction between teacher and students and among students indicate that all are valued for their contributions. Teacher creates opportunities for students' status to be elevated.

CEC7

Classroom Culture: Norms for learning

Classroom norms are not evident and/or do not address risk taking, collaboration, respect for divergent thinking or students' culture.

Classroom norms are evident and encourage risk taking, collaboration, respect for divergent thinking and students' culture. Teacher and student interactions occasionally align with the norms.

Classroom norms are evident and encourage risk taking, collaboration, respect for divergent thinking and students' culture. Teacher and student interactions frequently align with the norms.

Classroom norms are evident and encourage risk taking, collaboration, respect for divergent thinking and students' culture. Teacher and students refer to the norms and/or interactions consistently align with the norms. Students remind one another of the norms.

Professional Collaboration & Communication

Unsatisfactory

Basic

Proficient

Distinguished

PCC1

Professional Learning and Collaboration: Collaboration with peers and administrators to improve student learning

Teacher rarely or never collaborates with peers or engages in reflective inquiry for the purpose of improving instructional practice or student learning.

Teacher collaborates and engages in reflective inquiry with peers and administrators for the purpose of improving instructional practice and student learning. Teacher provides minimal contributions.

Teacher collaborates and engages in reflective inquiry with peers and administrators for the purpose of improving instructional practice and student learning. Teacher contributes to collaborative work.

Teacher collaborates and engages in reflective inquiry with peers and administrators for the purpose of improving instructional practice, and student and teacher learning. Teacher occasionally leads collaborative work.

PCC2

Professional Learning and Collaboration: Professional and collegial relationships

Teacher rarely or never develops or sustains professional and collegial relationships for the purpose of student, staff or district growth. Teacher may subvert professional and collegial relationships.

Teacher develops limited professional and collegial relationships for the purpose of student, staff or district growth.

Teacher develops and sustains professional and collegial relationships for the purpose of student, staff or district growth.

Teacher develops and sustains professional and collegial relationships for the purpose of student, staff or district growth. Teacher serves as a mentor for others' growth and development.

PCC3

Communication and Collaboration: Parents and guardians

Teacher rarely or never communicates in any manner with parents and guardians about student progress.

Teacher occasionally communicates with all parents and guardians about goals of instruction and student progress, but usually relies on only one method for communication or requires support or reminders.

Teacher communicates with all parents and guardians about goals of instruction and student progress and uses multiple tools to communicate in a timely and positive manner. Teacher effectively engages in two-way forms of communication and is responsive to parent and guardian insights.

Teacher communicates with all parents and guardians about goals of instruction and student progress using multiple tools to communicate in a timely and positive manner. Teacher considers the language needs of parents and guardians. Teacher effectively engages in two-way forms of communication and is responsive to parent and guardian insights.

PCC4

Communication and Collaboration: Communication within the school community about student progress

Teacher maintains minimal student records. Teacher rarely communicates student progress information to relevant individuals within the school community.

Teacher communicates student progress information to relevant individuals within the school community; however, performance data may have minor flaws or be narrowly defined (e.g., test scores only).

Teacher maintains accurate and systematic student records. Teacher communicates student progress information to relevant individuals within the school community in a timely way, accurately, and in an organized manner, including both successes and challenges.

Teacher maintains accurate and systematic student records. Teacher communicates student progress information to relevant individuals within the school community in a timely way. Teacher and student communicate accurately and positively about student successes and challenges.

Professional Collaboration & Communication		Basic	Proficient	Distinguished
PCC5	Professional Responsibilities: Supports school, district, and state curriculum, policy and initiatives	<p>Teacher supports and has a basic understanding of school, district, and state initiatives. Teacher follows district policies and curriculum/pacing guide.</p>	<p>Teacher supports and has solid understanding of school, district, and state initiatives. Teacher follows district policies and implements district curricula and policy. Teacher makes pacing adjustments as appropriate, to meet whole group needs without compromising an aligned curriculum.</p>	<p>Teacher supports and looks for opportunities to take on leadership roles in developing and implementing school, district, and state initiatives. Teacher follows district policies and implements district curricula and policy. Teacher makes pacing adjustments as appropriate to meet whole group and individual needs, without compromising an aligned curriculum.</p>
	Professional Responsibilities: Ethics and advocacy	<p>Teacher is unaware of or does not support school, district, or state initiatives. Teacher violates a district policy or rarely or never follows district curriculum/pacing guide.</p>	<p>Teacher's professional role toward adults and students is friendly, ethical, and professional and supports learning for all students, including the historically underserved.</p>	<p>Teacher's professional role toward adults and students is friendly, ethical, and professional and supports learning for all students, including the historically underserved. Teacher advocates for fair and equitable practices for all students. Teacher challenges adult attitudes and practices that may be harmful or demeaning to students.</p>
PCC6	Professional Responsibilities: Ethics and advocacy	<p>Teacher's professional role toward adults and students is unfriendly or demeaning, crosses ethical boundaries, or is unprofessional.</p>	<p>Teacher's professional role toward adults and students is friendly, ethical, and professional and supports learning for all students, including the historically underserved. Teacher advocates for fair and equitable practices for all students.</p>	<p>Teacher's professional role toward adults and students is friendly, ethical, and professional and supports learning for all students, including the historically underserved. Teacher advocates for fair and equitable practices for all students. Teacher challenges adult attitudes and practices that may be harmful or demeaning to students.</p>

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