

ARTIFACT BINDER RUBRIC

Teacher Self-Assessment Evaluator Assessment
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Domain 1: Planning and Preparation

Effective teachers plan and prepare for lessons using their extensive knowledge of the content area, the core/managed curriculum and their students, including students' prior experience with this content and their possible misconceptions. Instructional outcomes are clearly related to the major concepts of the content area and are consistent with the curriculum design. These outcomes are clear to students and classroom visitors (including parents). Learning activities require all students to think, problem-solve, inquire, defend conjectures and opinions and be accountable to the learning community. Effective teachers work to engage all students in lessons and use formative assessment to scaffold and provide differentiated instruction. Measures of student learning align with the curriculum and core concepts in the discipline, and students can demonstrate their understanding in more than one way.

Component	Failing	Needs Improvement	Proficient	Distinguished
<i>Ia: Demonstrating knowledge of content and pedagogy</i>	Teacher's artifacts demonstrate evidence of little to no knowledge of the important concepts in the discipline, prerequisite relationships between them, or of the instructional practices specific to that discipline and alignment to PA Academic Standards.	Teacher's artifacts demonstrate evidence of knowledge of the important concepts in the discipline, prerequisite relations between them and of the instructional practices specific to that discipline and their alignment to PA Academic Standards.	Teacher's artifacts demonstrate evidence of the application of the important concepts in the discipline, prerequisite relationships between them and of the instructional practices specific to that discipline and their alignment to PA Academic Standards.	Teacher's artifacts demonstrate evidence of extensive knowledge and application of the important concepts and structure of the discipline. Teacher's artifacts actively build on knowledge of prerequisites and misconceptions when designing instruction and designs strategies for causes of student misunderstanding. Teacher's artifacts show strong evidence of building alignment with PA Academic Standards and differentiate for student progress in planning.
<i>Ib: Demonstrating knowledge of students</i>	Teacher's artifacts contain little to no evidence of knowledge of students' backgrounds, cultures, skills, language proficiency, interests, and special needs, and has done nothing to seek such understanding.	Teacher's artifacts show awareness of the importance of understanding students' backgrounds, cultures, skills, language proficiency, interests, and special needs, and have added to that knowledge for the class as a whole.	Teacher's artifacts provide evidence that the teacher actively seeks knowledge of students' backgrounds, cultures, skills, language proficiency, interests, and special needs, and seeks to incorporate that knowledge into the planning for specific groups of students.	Teacher's artifacts demonstrate knowledge of students' backgrounds, cultures, skills, language proficiency, interests, and special needs from a variety of sources, and use this knowledge regularly in planning for the benefit of individual students.

<i>Ic: Setting instructional outcomes</i>	Artifacts pertaining to instructional outcomes are unsuitable for students, represent trivial or low-level learning, do not relate to PA Academic Standards or are stated only as activities. Artifacts do not demonstrate viable methods of assessment.	Artifacts pertaining to instructional outcomes are of moderate rigor and are suitable for some students, but consist of a combination of unrelated activities and goals, some of which permit viable methods of assessment. Artifacts reflect more than one type of learning, but teacher makes no attempt at coordination or integration.	Artifacts pertaining to instructional outcomes are stated as goals reflecting high-level learning and curriculum standards. Artifacts are suitable for most students in the class, are appropriate for different types of learning, and are capable of assessment. The outcomes reflect opportunities for coordination.	Artifacts pertaining to instructional outcomes are stated as goals that can be assessed, reflecting rigorous learning and PA Academic Standards. Artifacts represent different types of content, offer opportunities for both coordination and integration, and take account of the needs of individual students and different styles of learning.
<i>Id: Demonstrating knowledge of resources</i>	Artifacts demonstrate little to no familiarity with resources to enhance personal knowledge, to use in teaching, or for students who need them. The teacher's artifacts do not show evidence of seeking such knowledge.	Artifacts show evidence of some familiarity with resources available through the school or district to enhance personal knowledge, to use in teaching, or for students who need them. The teacher's artifacts do not show evidence of actively seeking to extend such knowledge.	Artifacts demonstrate that the teacher is fully aware of resources available through the school or district to enhance own knowledge and develops and maintains a database or list of resources, and uses them in teaching, or to meet individual student needs.	Artifacts demonstrate that the teacher seeks out resources in and beyond the school or district in professional organizations, on the Internet, and in the community to enhance own knowledge, and uses them in teaching, and to meet individual student needs.
<i>Ie: Designing coherent instruction</i>	Artifacts demonstrating the series of learning experiences are poorly aligned with the instructional outcomes and do not represent a coherent structure. They are suitable for only some students.	Artifacts demonstrating the series of learning experiences show evidence of partial alignment with instructional outcomes, some of which may engage students in significant learning. The lesson or unit has a recognizable structure and reflects partial knowledge of students and resources.	Artifacts demonstrate that the teacher coordinates and aligns knowledge of content, of students and of resources to design a series of learning experiences aligned to instructional outcomes and suitable to groups of students. The lesson or unit has a clear structure and is likely to engage students in significant learning.	Artifacts demonstrate that the teacher coordinates and aligns knowledge of content, of students and of resources to design a series of learning experiences aligned to instructional outcomes, differentiated where appropriate to make them suitable to all students and likely to engage them in significant learning. The lesson or unit's structure is clear and includes different pathways according to student needs.
<i>If: Designing student assessment</i>	Artifacts demonstrate that the teacher's plan for assessing student learning contains no clear criteria or standards, is poorly aligned with the instructional outcomes, or is inappropriate for many students. There is no evidence that assessment results influence planning.	Artifacts demonstrate that the teacher's plan for student assessment is partially aligned with the standards and instructional outcomes, contains no clear criteria, and is inappropriate for at least some students. Artifacts show some evidence of intent to use assessment results to plan for future instruction for the class as a whole.	Artifacts demonstrate that the teacher's plan for student assessment is aligned with the standards and instructional outcomes, uses clear criteria, and is appropriate to the needs of students. Artifacts show specific evidence of intent to use assessment results to plan for future instruction for groups of students.	Artifacts demonstrate that the teacher's plan for student assessment is fully aligned with the standards and instructional outcomes, uses clear criteria that show evidence of student contribution to their development. Assessment methodologies may have been adapted for individuals, and the artifacts shows clear evidence of intent to use assessment results to plan future instruction for individual students.

Domain 2: The Classroom Environment
Teacher Self-Assessment **Evaluator Assessment**

Effective teachers organize their classrooms so that all students can learn. They maximize instructional time and foster respectful interactions among and between teachers and students with sensitivity to students' cultures, race and levels of development. Students themselves make a substantive contribution to the effective functioning of the class through self-management of their own learning and maintaining a consistent focus on rigorous learning for all students by supporting the learning of others. Processes and tools for students' independent learning are visible/available to students (charts, rubrics, etc.). Artifacts that demonstrate student growth over time are displayed/available.

Component	Failing	Needs Improvement	Proficient	Distinguished
<i>2a: Creating an environment of respect and rapport</i>	Artifacts provide evidence that the classroom interactions, both between the teacher and students and among students, are negative, inappropriate, or insensitive to students' cultural backgrounds, and are characterized by sarcasm, put-downs, or conflict. Artifacts demonstrate that the standards of behavior are not clear or visible in the classroom.	Artifacts provide evidence that the classroom interactions, both between the teacher and students and among students, are generally appropriate and free from conflict but may be characterized by occasional displays of insensitivity or lack of responsiveness to cultural or developmental differences among students. Minimal evidence of clear standards of behavior being visible in the classroom.	Artifacts provide evidence that the classroom interactions, between teacher and students and among students are polite and respectful, reflecting general warmth and caring, and are appropriate to the cultural and developmental differences among groups of students. Artifacts demonstrate standards of behavior are clear and visible and there is evidence that standards are consistently maintained.	Artifacts provide evidence that the classroom interactions between the teacher and individual students are highly respectful, reflecting genuine warmth and caring and sensitivity to students' cultures and levels of development. Students themselves ensure high levels of civility among members of the class. Evidence that the teacher places a high priority on appropriate and respectful behavior and interaction and behavioral standards are clear and consistent.
<i>2b: Establishing a culture for learning</i>	Artifacts provide evidence that the classroom environment conveys a negative culture for learning, characterized by low teacher commitment to the subject, low expectations for student achievement, and little or no student pride in work.	Artifacts provide evidence that the teacher's attempt to create a culture for learning are partially successful, with little teacher commitment to the subject in evidence, modest expectations for student achievement, and little student pride in work. Evidence that both teacher and students appear to be only "going through the motions."	Artifacts provide evidence that the classroom culture is characterized by high expectations for most students, genuine commitment to the subject by both teacher and students, with students demonstrating visible pride in their work.	Evidence of high levels of student energy and teacher passion for the subject that create a culture for learning in which everyone shares a belief in the importance of the subject. Artifacts provide evidence that all students hold themselves to high standards of performance, for example by initiating improvements to their work.

<p><i>2c: Managing classroom procedures</i></p>	<p>Artifacts provide evidence that much instructional time is lost due to inefficient classroom routines and procedures for transitions, handling of supplies, and performance of non-instructional duties.</p>	<p>Artifacts provide evidence that the some instructional time is lost due to only partially effective classroom routines and procedures, for transitions, handling of supplies, and performance of non-instructional duties.</p>	<p>Artifacts provide evidence that the little instructional time is lost due to classroom routines and procedures for transitions, handling of supplies, and performance of non-instructional duties. Class period runs smoothly and efficiently.</p>	<p>Artifacts provide evidence that the students contribute to the seamless operation of classroom routines and procedures for transitions, handling of supplies, and performance of non-instructional duties. Evidence of a community that takes pride in their classroom operation.</p>
<p><i>2d: Managing student behavior</i></p>	<p>No evidence that standards of conduct have been established, and little or no teacher monitoring of student behavior. Response to student misbehavior is inconsistent, repressive, or disrespectful of student dignity.</p>	<p>Evidence that the teacher has made an effort to establish standards of conduct for students. Artifacts include evidence that the teacher tries, with uneven results, to monitor student behavior and respond to student misbehavior.</p>	<p>Evidence that standards of conduct are clear to students, and that the teacher monitors student behavior against those standards. Artifacts include evidence that the teacher's response to student misbehavior is consistent, appropriate and respects the students' dignity.</p>	<p>Artifacts demonstrate that standards of conduct are clear, with evidence of student participation in setting and maintaining them. Artifacts include evidence that the teacher's monitoring of student behavior is subtle and preventive, and the teacher's response to student misbehavior is sensitive to individual student needs. Artifacts include evidence that the students take an active role in monitoring the standards of behavior.</p>
<p><i>2e: Organizing physical space</i></p>	<p>Artifacts demonstrate the physical environment is unsafe, or some students do not have access to learning. Artifacts demonstrate that there is poor alignment between the physical arrangement and the lesson activities.</p>	<p>Artifacts demonstrate the classroom is safe, and essential learning is accessible to most students. Teacher's use of physical resources, including computer technology, is moderately effective. Artifacts demonstrate that the teacher may attempt to modify the physical arrangement to suit learning activities, with partial success.</p>	<p>Artifacts demonstrate the classroom is safe, and learning is accessible to all students. The teacher ensures that the physical arrangement is appropriate to the learning activities. Artifacts demonstrate that the teacher makes effective use of physical resources, including computer technology.</p>	<p>Artifacts demonstrate the classroom is safe, and the physical environment ensures the learning of all students, including those with special needs. Artifacts demonstrate opportunities are available to all learning styles. Artifacts demonstrate students contribute to the use or adaptation of the physical environment to advance learning. Technology is used skillfully, as appropriate to the lesson.</p>

Domain 3: Instruction

Teacher Self-Assessment Evaluator Assessment

All students are highly engaged in learning and make significant contribution to the success of the class through participation in equitable discussions, active involvement in their learning and the learning of others. Students and teachers work in ways that demonstrate their belief that rigorous instruction and hard work will result in greater academic achievement. Teacher feedback is specific to learning goals and rubrics and offers concrete ideas for improvement. As a result, students understand their progress in learning the content and can explain the goals and what they need to do in order to improve. Academic progress is articulated and celebrated in the learning community and with families. Effective teachers recognize their responsibility for student learning in all circumstances and demonstrate significant student growth over time towards individual achievement goals, including academic, behavioral, and/or social objectives.

Component	Failing	Needs Improvement	Proficient	Distinguished
<i>3a: Communicating with students</i>	Artifacts demonstrate expectations for learning, directions and procedures, and explanations of content are unclear or confusing to students. Artifacts demonstrate the teacher's use of language contains errors or is inappropriate to students' cultures or levels of development.	Artifacts demonstrate expectations for learning, directions and procedures, and explanations of content are clarified after initial confusion; Artifacts demonstrate that the teacher's use of language is correct but may not be completely appropriate to students' cultures or levels of development.	Artifacts demonstrate expectations for learning, directions and procedures, and explanations of content are clear to students. Artifacts demonstrate communications are appropriate to students' cultures and levels of development.	Artifacts demonstrate expectations for learning, directions and procedures, and explanations of content are clear to students. Artifacts demonstrate that the teacher's oral and written communication is clear and expressive, appropriate to students' cultures and levels of development, and anticipates possible student misconceptions.
<i>3b: Using questioning and discussion techniques</i>	Artifacts demonstrate that the teacher's questions are low-level or inappropriate, eliciting limited student participation, and recitation rather than discussion.	Artifacts demonstrate that some of the teacher's questions elicit a thoughtful response, but most are low-level, posed in rapid succession. Artifacts demonstrate that the teacher's attempts to engage all students in the discussion are only partially successful.	Artifacts demonstrate that most of the teacher's questions elicit a thoughtful response, and the teacher allows sufficient time for students to answer. Artifacts demonstrate that the students are engaged and participate in the discussion, with the teacher stepping aside when appropriate.	Artifacts demonstrate that questions reflect high expectations and are culturally and developmentally appropriate. Artifacts demonstrate that students formulate many of the high-level questions and ensure that all voices are heard.
<i>3c: Engaging students in learning</i>	Artifacts demonstrate that activities and assignments, materials, and groupings of students are inappropriate and ineffective to the instructional outcomes, or students' cultures or levels of understanding, resulting in little intellectual engagement. Artifacts demonstrate that the lesson has no structure or is poorly paced.	Artifacts demonstrate that activities and assignments, materials, and groupings of students are partially appropriate and effective for the instructional outcomes, or students' cultures or levels of understanding, resulting in moderate intellectual engagement. Artifacts demonstrate that the lesson has a recognizable structure but is not fully developed or maintained.	Artifacts demonstrate that activities and assignments, materials, and groupings of students are fully appropriate and effective for the instructional outcomes, and students' cultures and levels of understanding. Artifacts demonstrate that all students are engaged in work of a high level of rigor. Artifacts demonstrate that the lesson's structure is coherent, with appropriate pacing.	Artifacts demonstrate that students are highly intellectually engaged throughout the lesson in significant learning and make relevant and substantive contributions to the activities, student groupings, and materials. Artifacts demonstrate that the lesson is adapted to the needs of individuals, and the structure and pacing allow for student reflection and closure.

<p><i>3d: Using assessment in instruction</i></p>	<p>Artifacts demonstrate that assessment is not used in instruction, either through students' awareness of the assessment criteria, monitoring of progress by teacher or students, or through feedback to students.</p>	<p>Artifacts demonstrate that teacher and/or students occasionally use assessment in instruction through some monitoring of progress of learning. Artifacts demonstrate that feedback to students is uneven, and students are aware of only some of the assessment criteria used to evaluate their work.</p>	<p>Artifacts demonstrate that assessment is regularly used in instruction through self-assessment by students, monitoring of progress of learning by teacher and/or students, and through high quality feedback to students. Artifacts demonstrate that students are fully aware of the assessment criteria used to evaluate their work.</p>	<p>Artifacts demonstrate that students and monitoring of progress by both students and teachers, and high quality feedback to students from a variety of sources use assessment in a sophisticated manner in instruction through student involvement in establishing the assessment criteria, self-assessment.</p>
<p><i>3e: Demonstrating flexibility and responsiveness</i></p>	<p>Artifacts demonstrate that the teacher adheres to the instruction plan, even when a change would improve the lesson or students' lack of interest. Artifacts demonstrate that the teacher brushes aside student questions; when students experience difficulty, the teacher blames the students or their home environment. Artifacts demonstrate that the teacher lacks a repertoire of strategies to allow for adaptation of the lesson.</p>	<p>Artifacts demonstrate that the teacher attempts to modify the lesson when needed and to respond to student questions, with moderate success. Artifacts demonstrate that the teacher accepts responsibility for student success, but has only a limited repertoire of strategies to draw upon.</p>	<p>Artifacts demonstrate that teacher promotes the successful learning of all students, making adjustments as needed to instruction plans and accommodating student questions, needs and interests. Artifacts demonstrate that the teacher maintains a broad repertoire of strategies and uses them quickly and effectively.</p>	<p>Artifacts demonstrate that the teacher seizes an opportunity to enhance learning, building on a spontaneous event or expression of student interests. Artifacts demonstrate that the teacher ensures the success of all students, using an extensive repertoire of instructional strategies and shows evidence of actively seeking new strategies.</p>

Domain 4: Professional Responsibilities
Teacher Self-Assessment **Evaluator Assessment**

Effective teachers have high ethical standards and a deep sense of professionalism. They utilize integrated systems for using student learning data, record keeping and communicating with families clearly, timely and with cultural sensitivity. They assume leadership roles in both school and district projects, and engage in a wide-range of professional development activities. Reflection on their own practice results in ideas for improvement that are shared across the community and improve the practice of all. These are teachers who are committed to fostering a community of effortful learning that reflects the highest standards for teaching and student learning in ways that are respectful and responsive to the needs and backgrounds of all learners.

Component	Failing	Needs Improvement	Proficient	Distinguished
<i>4a: Reflecting on teacher and student learning</i>	Artifacts demonstrate that the teacher's reflection does not accurately assess the lesson's effectiveness, the degree to which outcomes were met and/or has no suggestions for how a lesson could be improved.	Artifacts demonstrate that the teacher's reflection is a sometimes-accurate impression of a lesson's effectiveness, the degree to which outcomes were met and/or makes general suggestions about how a lesson could be improved.	Artifacts demonstrate that the teacher's reflection accurately assesses the lesson's effectiveness and the degree to which outcomes were met and cites evidence to support the judgment. Artifacts demonstrate that the teacher makes specific suggestions for lesson improvement.	Artifacts demonstrate that the teacher's reflection accurately and effectively assesses the lesson's effectiveness and the degree to which outcomes were met, cites specific examples; offers specific alternative actions drawing on an extensive repertoire of skills.
<i>4b: System for managing students' data</i>	Artifacts demonstrate that the teacher's information management system for student completion of assignments, student progress in learning and non-instructional activities is either absent, incomplete or in disarray.	Artifacts demonstrate that the teacher's information management system for student completion of assignments, progress in learning and non-instructional activities is ineffective or rudimentary, not maintained and/or requires frequent monitoring for accuracy.	Artifacts demonstrate that the teacher's information management system for student completion of assignments; student progress in learning and non-instructional activities is fully effective.	Artifacts demonstrate that the teacher's information management system for student completion of assignments; progress in learning and non-instructional activities is fully effective and is used frequently to guide planning. Artifacts demonstrate that students contribute to the maintenance and/or interpretation of the information.

<p><i>4c: Communicating with families</i></p>	<p>Artifacts demonstrate that the teacher provides little/no culturally appropriate information to families about the instructional program, student progress or responses to family concerns. Artifacts demonstrate that families are not engaged in the instructional program.</p>	<p>Artifacts demonstrate that the teacher provides minimal and/or occasionally insensitive communication and response to family concerns. Artifacts demonstrate that partially successful attempts are made to engage families in the instructional program with no attention to adaptations for cultural issues.</p>	<p>Artifacts demonstrate that the teacher provides frequent, culturally appropriate information to families about the instructional program, student progress, and responses to family concerns. Artifacts demonstrate frequent, successful efforts to engage families in the instructional program are the result of flexible communication.</p>	<p>Artifacts demonstrate that the teacher provides frequent, culturally appropriate information to families with student input; Artifacts demonstrate that successful efforts are made to engage families in the instructional program to enhance student learning.</p>
<p><i>4d: Participating in a professional community</i></p>	<p>Artifacts demonstrate that professional relationships with colleagues are negative or self-serving; artifacts demonstrate that the teacher avoids participation in a culture of inquiry and/or avoids becoming involved in school events and/or school and district projects.</p>	<p>Artifacts demonstrate that the professional relationships are cordial and fulfill required school/district duties. Artifacts demonstrate that the teacher will sometimes become involved in a culture of inquiry, school events and/or school/district projects when asked.</p>	<p>Artifacts demonstrate that professional relationships are characterized by mutual support and cooperation; include voluntary active participation and substantial contributions to a culture of professional inquiry, school events and school/district projects.</p>	<p>Artifacts demonstrate that professional relationships are characterized by mutual support, cooperation and initiative in assuming leadership in promoting a culture of inquiry and making substantial contributions to school/district projects.</p>
<p><i>4e: Growing and developing professionally</i></p>	<p>Artifacts demonstrate that the teacher engages in no professional development activities and/or resists feedback on teaching performance and/or makes no effort to share knowledge with others or to assume professional responsibilities.</p>	<p>Artifacts demonstrate that the teacher engages in professional activities to a limited extent and/or accepts feedback on performance with reluctance and no evidence of change and/or finds limited ways to contribute to the profession.</p>	<p>Artifacts demonstrate that the teacher engages in seeking out professional development opportunities, welcomes feedback on performances, and adapts suggestions for change and participates actively in assisting other educators.</p>	<p>Artifacts demonstrate that the teacher engages in seeking out opportunities for leadership roles in professional development and makes a systematic effort to conduct action research, seeks out feedback and initiates important activities to contribute to the profession.</p>
<p><i>4f: Showing professionalism</i></p>	<p>Artifacts demonstrate that the teacher's professional interactions are characterized by questionable integrity, lack of awareness of student needs, and/or decisions that are self-serving, and/or do not comply with school/district regulations.</p>	<p>Artifacts demonstrate that the teacher's interactions are characterized by honest, genuine but inconsistent attempts to serve students, decision-making based on limited data, and/or minimal compliance with school/district regulations.</p>	<p>Artifacts demonstrate that the teacher's interactions are characterized by honesty, integrity, confidentiality and assurance that all students are fairly served, participation in team or departmental decision-making, and/or full compliance with regulations.</p>	<p>Artifacts demonstrate that the teacher displays the highest standards of honesty, integrity, confidentiality; assumption of leadership role with colleagues, in serving students, challenges negative attitudes and practices, and promotes full compliance with regulations.</p>