

## Guidelines for Distinguished Category of Teacher Evaluation

### **Achievement of Distinguished**

#### **Intent**

The intent of the Distinguished column is to provide opportunities for proficient teachers to extend and deepen their own understanding of the craft of teaching.

#### **Setting Goals**

A teacher, having received Proficient for the previous cycle of evaluation, may choose to set a goal of Distinguished in a specific standard. A written summary of the goal by the teacher would be the starting point for discussion with the evaluator.

Examples: Preparation for National Board Certification, Action Research Project on the Effectiveness of Guided Reading in Fourth Grade, Creation of a Technology Unit to Support History Standards

#### **Process**

A conversation would be held between the teacher and evaluator to discuss the focus the teacher would like to take, and the action steps needed to achieve “Distinguished in Standard \_\_\_\_.” It will include:

1. A review of the goal and its meaningfulness within the standard and to the practice of teaching.
2. A list of the strategies and action steps needed to move toward achievement of the goal.
3. Development of a set of benchmarks/timelines to monitor and review progress toward the goal as well as to provide meaningful feedback.
4. Agreement upon the data collection and measurable outcomes that would provide evidence of successful achievement.
5. Agreement on the format of the presentation of the results/project.

The process should include opportunities for ongoing reflective conversations between teacher and evaluator. The teacher would gather and maintain data to show the results over time. This could be, but is not limited to, reflective journals, assessment data, student work, teacher products, and observations.

### **Other Considerations**

- A teacher may use this format with the Self-Evaluation language in the contract in accordance with Article 11.8.
- A teacher may begin this process toward Distinguished in a non-evaluation year and carry it forward.