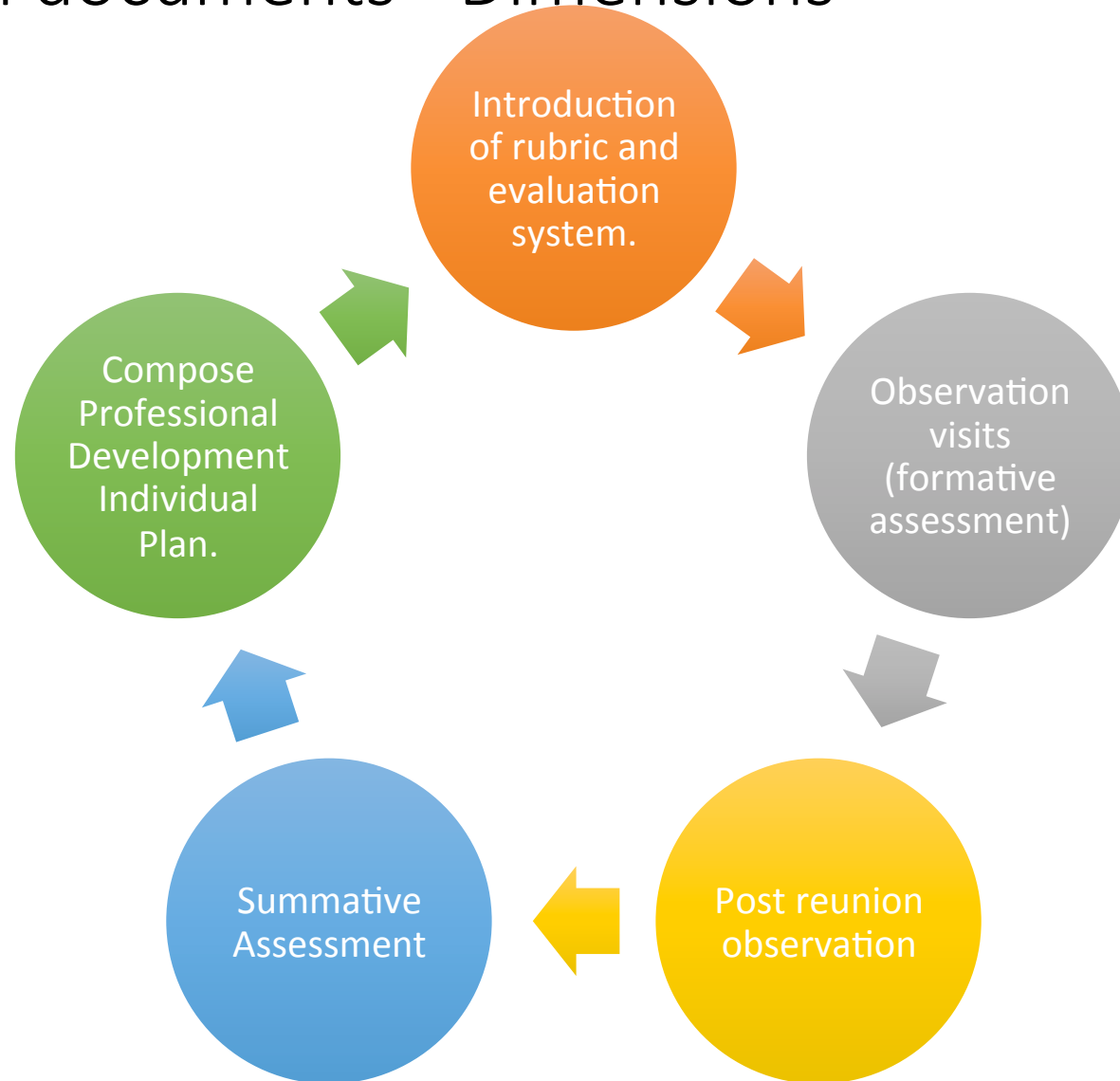


Figure 4.2.1 Teacher Assessment Cycle of the PRDE 2014-16 –Official documents - Dimensions



Translation by Nicole Berger, Research assistant

Rubric used to evaluate completers

A. Teaching
Lesson and Curriculum Planning
1. Writes and at all moments keeps every class planning available in accordance to the current Circular Letter requirements.
<ul style="list-style-type: none"> • Presents the visit day lesson plan and has them available from the beginning of the semester to the visit date, and these are organized chronologically. • The lesson plan has the minimum of elements required. • The methods used support the learning and teaching process. • Evidences the use of strategies with scientific basis that are included in standardized tests and are recommended by the academic programs. • Establishes connection with cross-subject areas and integrates other disciplines. • Includes social, ethic, and moral aspects of society and encourages activities that develop values (evidenced through lesson planning, portfolios, photographs, student work and others).

Scale			
Completely complies	Partially complies	Minimally complies	Does not comply
4 evidences	3-2 evidences	1 evidence	0 evidence
Completely complies with the performance required by the Professional Standards of Puerto Rico Teachers.	Partially complies with the performance required by the Professional Standards of Puerto Rico Teachers.	Minimally complies with the performance required by the Professional Standards of Puerto Rico Teachers.	Do not comply with the performance required by the Professional Standards of Puerto Rico Teachers.

A. Professional Development
1. Participates in professional development activities addressed to updating their professional competencies to improve their student's performance in the classroom.
<ul style="list-style-type: none"> • Presents the Professional Development Individual Plan per the areas of opportunities discussed in accordance to the recommendations during the formative visits and summative evaluation. • Participates in activities for professional development relevant to their subject area and teaching level. • Transfers into the classroom what they learned during their professional development activities. • Presents portfolio with evidence to professional development like: transcriptions, certificates, meeting agendas, themes, discussed documents, and others. • Presents a plan to be HQT.

Scale			
Completely complies	Partially complies	Minimally complies	Does not comply
4 evidences	3-2 evidences	1 evidence	0 evidence
Completely complies with the performance required by the Professional Standards of Puerto Rico Teachers.	Partially complies with the performance required by the Professional Standards of Puerto Rico Teachers.	Minimally complies with the performance required by the Professional Standards of Puerto Rico Teachers.	Do not comply with the performance required by the Professional Standards of Puerto Rico Teachers.

A. Duties and responsibilities

1. Fulfills the workday journey as established by the school organization, being punctual and assisting regularly.

- Registers daily attendance in the biometric clock, or if defective, in the DE-14.
- Follows guidelines and procedures related to attendance, workday journey, and the use of licenses.
- Remains with his/her group during lecture period.
- Presents the teacher program.

Scale			
Completely complies	Partially complies	Minimally complies	Does not comply
4 evidences	3-2 evidences	1 evidence	0 evidence
Completely complies with the performance required by the Professional Standards of Puerto Rico Teachers.	Partially complies with the performance required by the Professional Standards of Puerto Rico Teachers.	Minimally complies with the performance required by the Professional Standards of Puerto Rico Teachers.	Do not comply with the performance required by the Professional Standards of Puerto Rico Teachers.

Step #4: Summative Assessment Meeting - criteria

- Will include 80% of score (in May):
- For teachers aspects in teaching, professional development, and duties and responsibilities, these should be completed in May by the school principal.
- The remaining 20% of the score consists on the academic development of students (student growth). It will be completed as soon as the standardized testing scores are received, results that will be incorporated to the evaluation.
- For the grade levels not assessed (K-2 and Island Groups) the subject areas to be considered are Spanish and math.
- For secondary level teachers, area specialty will be taken into consideration.
- The 20% allocation of student growth to special education teachers at full time that attend 10 students or less will be applied to the rubric with the following criteria: standardized test results, PEI progress report and performance tasks. The subject areas to be considered are Spanish and math.