



Model Evaluation Tools

Professional Practice Components

Example Tools for Evaluating Teaching Effectiveness

The identified tools for evaluating teaching effectiveness describe characteristics of teacher knowledge, skills, and performance—collectively referred to as "professional practice." This row includes the number and categories of professional practice components in each identified tool. Specific terms for professional practice components vary by tool.	5D+ Rubric for Instructional Growth and Teacher Evaluation	Classroom Assessment Scoring System (Pre-K–3)	Focused Teacher Evaluation Framework	The Framework for Teaching	Teaching and Learning Standards Rubric
	Five dimensions—Purpose, Student Engagement, Curriculum and Pedagogy, Assessment for Student Learning, and Classroom Environment and Culture—divided into 13 subdimensions; also includes Professional Collaboration and Communication	Three broad domains of educator-child interactions: Emotional Support, Classroom Organization, and Instructional Support; within each of these domains are multiple dimensions of educator-child interactions	Twenty-three elements divided into four domains, which include three elements for Standards-Based Planning, ten for Standards-Based Instruction, seven for Conditions for Learning, and three for Professional Responsibilities	Twenty-two components and 76 elements organized into four domains of teaching responsibility: Planning and Preparation, Learning Environments, Learning Experiences, and Principled Teaching	Four key domains: Instruction, the Learning Environment, Designing and Planning Instruction, and Professionalism

**Elements of
Effective Teaching**

Example Tools' Related Professional Practice Components

	5D+ Rubric for Instructional Growth and Teacher Evaluation	Classroom Assessment Scoring System (Pre-K–3)	Focused Teacher Evaluation Framework	The Framework for Teaching	Teaching and Learning Standards Rubric
Planning and Preparation: Effective teachers possess and apply essential content and pedagogical knowledge; plan lessons that align with appropriate learning standards and relevant guidelines; and use high-quality curriculum and instructional materials.	<p>Purpose</p> <ul style="list-style-type: none"> - Learning target(s) connected to standards - Lessons connected to previous and future lessons, broader purposes and transferable skill - Design of performance task - Communication of learning target(s) - Success criteria <p>Curriculum & Pedagogy</p> <ul style="list-style-type: none"> - Alignment of instructional materials and tasks - Teacher knowledge of content 		<p>Standards-Based Planning</p> <ul style="list-style-type: none"> - Planning standards-based lessons/units - Aligning resources to standard(s) - Planning to close the achievement gap using data <p>Professional Responsibilities</p> <ul style="list-style-type: none"> - Maintaining expertise in content and pedagogy <p>Standards-Based Instruction</p> <ul style="list-style-type: none"> - Identifying critical content in the standards 	<p>Planning and Preparation</p> <ul style="list-style-type: none"> - Applying knowledge of content and pedagogy - Knowing and valuing students - Setting instructional outcomes - Using resources effectively - Planning coherent instruction 	<p>Designing and Planning Instruction</p> <ul style="list-style-type: none"> - Instructional plans <p>Instruction</p> <ul style="list-style-type: none"> - Standards and objectives - Teacher content knowledge
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Professionalism and Collaboration: Effective teachers engage in high-quality professional learning; communicate regularly with students and their families; and collaborate with colleagues.	Professional Collaboration & Communication - Collaboration with peers and administrators to improve student learning - Communication and collaboration with parents and guardians - Communication within the school community about student progress - Support of school, district and state curricula, policies and initiatives - Ethics and advocacy		Professional Responsibilities - Adhering to school and district policies and procedures - Maintaining expertise in content and pedagogy - Promoting teacher leadership and collaboration	Principled Teaching - Engaging in reflective practice - Documenting student progress - Engaging families and communities - Contributing to school community and culture - Growing and developing professionally - Acting in service of students	Professionalism - Growing and developing professionally - Reflecting on teaching - Community involvement - School responsibilities
Classroom Management: Effective teachers foster positive relationships with students and create a motivating and supportive classroom culture that affirms students' strengths and maximizes their learning.	Student Engagement - Capitalizing on students' strengths Classroom Environment & Culture - Classroom arrangement and resources - Learning routines - Use of learning time - Student status - Norms for learning	Emotional Support - Positive climate - Negative climate - Educator sensitivity Classroom Organization - Behavior management - Productivity	Conditions for Learning - Organizing students to interact with content - Establishing and acknowledging adherence to rules and procedures - Using engagement strategies - Establishing and maintaining effective relationships in a student-centered classroom	Learning Environments - Cultivating respectful and affirming environments - Fostering a culture for learning - Maintaining purposeful environments - Supporting positive student behavior - Organizing spaces for learning	Learning Environment - Managing student behavior - Environment - Respectful culture Instruction - Motivating students - Grouping students
Teacher Expectations: Effective teachers identify and address implicit biases and maintain high expectations for every student.	Purpose - Communication of learning target(s) - Success criteria Student Engagement - Ownership of learning	Emotional Support - Regard for child perspectives Classroom Organization - Productivity	Conditions for Learning - Organizing students to interact with content - Establishing and acknowledging adherence to rules and procedures - Communicating high expectations for each student to close the achievement gap	Planning and Preparation - Setting instructional outcomes Learning Environments - Supporting positive student behavior Learning Experiences - Communicating about purpose and content	Learning Environment - Expectations - Respectful culture Instruction - Grouping students

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Instructional Delivery: Effective teachers use evidence-based instructional practices and vary their approaches to meet different student needs.	Student Engagement <ul style="list-style-type: none"> - Ownership of learning - Capitalizing on students' strengths - Opportunity and support for participation and meaning making - Student talk Curriculum & Pedagogy <ul style="list-style-type: none"> - Discipline-specific teaching approaches - Differentiated instruction for students - Use of scaffolds 	Emotional Support <ul style="list-style-type: none"> - Positive climate - Regard for child perspectives Classroom Organization <ul style="list-style-type: none"> - Productivity - Instructional learning formats Instructional Support <ul style="list-style-type: none"> - Concept development - Language modeling 	Standards-Based Instruction <ul style="list-style-type: none"> - Previewing new content - Helping students process new content - Using questions to help students elaborate on content - Helping students practice skills, strategies and processes - Helping students examine similarities and differences - Helping students examine their reasoning - Helping students revise knowledge - Helping students in cognitively complex tasks Conditions for Learning <ul style="list-style-type: none"> - Using engagement strategies 	Learning Experiences <ul style="list-style-type: none"> - Communicating about purpose and content - Using questioning and discussion techniques - Engaging students in learning - Responding flexibly to student needs 	Instruction <ul style="list-style-type: none"> - Presenting instructional content - Lesson structure and pacing - Activities and materials - Questioning - Grouping students - Thinking - Problem solving
Assessment and Feedback: Effective teachers provide positive and timely performance feedback to students and assess student learning progress to inform adjustments to instruction.	Purpose <ul style="list-style-type: none"> - Design of performance task Student Engagement <ul style="list-style-type: none"> - Quality of questioning Assessment for Student Learning <ul style="list-style-type: none"> - Student self-assessment - Student use of formative assessments over time - Quality of formative assessment methods - Teacher use of formative assessments - Collection systems for formative assessment data 	Instructional Support <ul style="list-style-type: none"> - Quality of feedback 	Conditions for Learning <ul style="list-style-type: none"> - Using formative assessment to track progress - Providing feedback and celebrating progress 	Planning and Preparation <ul style="list-style-type: none"> - Designing and analyzing assessments Learning Experiences <ul style="list-style-type: none"> - Using assessment for learning Principled Teaching <ul style="list-style-type: none"> - Documenting student progress 	Designing and Planning Instruction <ul style="list-style-type: none"> - Student work - Assessment Instruction <ul style="list-style-type: none"> - Academic feedback

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