**Teaching Assistant**

**Evidence of Teaching**

**Domain 1: Planning and Preparation**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Component** | **Unsatisfactory** | **Basic** | **Proficient** | **Distinguished** |
| *1a: Provides feedback to teachers re: student understanding/performance.* | The TA has not taken responsibility to collect and record performance data on students. | Has the understanding and is able to collect and record performance data (observations) on students. | Is capable of obtaining and recording accurate, relevant data and has a broad knowledge on ways that observations are recorded. | In addition to knowing how to obtain accurate information, they are capable of developing a data collection system. |
| *Evidenced by:* |
| *1b: Assists in gathering and recording data about performance and behavior of students.* | The TA has not taken responsibility to collect and record performance data on students. | Has the understanding and is able to collect and record performance data (observations) on students. | Is capable of obtaining and recording accurate, relevant data and has a broad knowledge on ways that observations are recorded. | In addition to knowing how to obtain accurate information, they are capable of developing a data collection system. |
| *Evidenced by:* |
| *1c: Assists in adapting instructional strategies, materials and supplies according to the student needs.* | Has limited knowledge of the process of adapting and modifying materials according to the needs of the student. | Is able to understand and demonstrate the adaption process when looking at the needs of the student(s) and can provide an appropriate alternative activity. | Can successfully collaborate with educational team on meeting the student needs in adapting lesson plans. | Takes a leadership role on the educational team in providing anecdotal observation, written or oral of student needs. |
| *Evidenced by:* |

**Teaching Assistant**

**Evidence of Teaching**

**Domain 2: Classroom Environment**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Component** | **Unsatisfactory** | **Basic** | **Proficient** | **Distinguished** |
| *2a: Demonstrates good judgment and reacts calmly and in a professional manner to student behavior while providing safe interventions* | Unable to demonstrate sound judgment in regard to student behaviors. | Is knowledgeable of prevention strategies and is able to implement effectively some of the time. | Identifies prevention opportunities and antecedents to behavior while employing effective use of interventions most of the time. | Recognizes impact of own behavior on others and is able to analyze incidents to determine appropriate future interventions. |
| *Evidenced by:* |
| *2b: The Teaching Assistant’s Words and actions contribute to an environment of respect and rapport.* | Unable to show respect in regard to students. | Observes students, becomes familiar with their needs and responds appropriately. | Demonstrates knowledge of individual students and responds appropriately. | Communicates and has a positive working relationship with staff, collaborates and advocates on behalf of students. |
| *Evidenced by:* |
| *2c: Treats students in a respectful, fair and impartial manner* | Unable to show respect in regard to students. | Observes students, becomes familiar with their needs and responds appropriately. | Demonstrates knowledge of individual students and responds appropriately. | Communicates and has a positive working relationship with staff, collaborates and advocates on behalf of students. |
| *Evidenced by:* |

**Teaching Assistant**

**Evidence of Teaching**

**Domain 2: Classroom Environment (continued)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Component** | **Unsatisfactory** | **Basic** | **Proficient** | **Distinguished** |
| *2d: Facilitates small/large groups of students.* | *Unable to facilitate small/large groups of students.* | *Follows directions for facilitating small/large groups.* | *Replicates strategies for working with students.* | *Determines and develops the most effective strategies for working with students.* |
| *Evidenced by:* |
| *2e. Has direct and on-going communication with teacher(s) and related staff as well as participates in team problem solving efforts.* | *Unable or unwilling to communicate with teacher and related staff.* | *Learns effectively and appropriate communication techniques and procedures to actively participate in team problem solving.* | *Participates and contributes to all program communication efforts and provides input and information to team.*  | *Interacts knowledgeably and effectively with colleagues and staff, while creating solutions and demonstrating conflict resolution skills.*  |
| *Evidenced by:* |

**Teaching Assistant**

**Evidence of Teaching**

**Domain 3: Instruction**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Component** | **Unsatisfactory** | **Basic** | **Proficient** | **Distinguished** |
| *3a: Implements instructional lesson plans* | Has limited knowledge and understanding of the roles and responsibilities of preparing, implementing and evaluating the instructional plan. | Has knowledge and understanding of the roles and responsibilities of preparing, implementing and evaluating the instructional plan. | Has the ability to implement the basic level of performance and can successfully monitor and adjust the instructional plan based on student needs. | Seeks out additional information and resources to provide training and support to others as it relates to the instructional process. |
| *Evidenced by:* |
| *3b: Communicates clearly and accurately* | Has limited understanding of the importance of effective communication strategies with students and staff. | Has an understanding and can demonstrate the importance of effective communication strategies with students and staff. | Can effectively communicate instructional goals and objectives so as to maximize student learning. | The teaching assistant is able to reflect on and implement effective communication and conflict resolution strategies. |
| *Evidenced by:* |
| *3c: Demonstrates flexibility and ability to adjust lessons* | Unable to show flexibility to change. | Has limited knowledge of activities and materials, make appropriate changes to student lessons, and adapt to changes. | Is able to suggest activities, materials and appropriate changes to student lessons and is able to improvise and adapt to changes. | Anticipates and independently responds proactively to needed changes and creates and implements activities and materials as needed to accommodate changes. |
| *Evidenced by:* |
| *3d. Fosters student independence* | Is unable to inclusive strategies that promote student independence. | Knows and implements strategies to promote student independence some of the time. | Knows and implements strategies to promote student independence most of the time. | Can implement and encourage collaboration of educational team on promoting student independence. |
| *Evidenced by:* |

**Teaching Assistant**

**Evidence of Teaching**

**Domain 4: Professional Responsibilities**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Component** | **Unsatisfactory** | **Basic** | **Proficient** | **Distinguished** |
| *4a: Interpersonal skills* | Unable to demonstrate sound judgment in interactions with others. | Treats others with respect and shows a commitment to good interpersonal interactions. | Demonstrates an understanding and appreciation of the contributions of people with diverse backgrounds and work styles. | Uses the unique contributions of others to help create an effective work team. |
| *Evidenced by:* |
| *4b:Showing professionalism* | Unable to demonstrate a positive e work ethic | Ability to maintain confidentiality; demonstration of work ethic; positive behavior; appropriate dress; good attendance and timelines to work some of the time. | Ability to maintain confidentiality; demonstration of work ethic; positive behavior; appropriate dress; good attendance and timelines to work most of the time. | Manages times effectively and prioritizes work appropriately. Consistently demonstrates professional behavior, attitude,, and work ethic and continually strives to improve performance. |
| *Evidenced by:* |
| *4c: Growing and Developing Professionally, continually seeks to improve instructional support (reflects one’s work with student; utilizes available resources.* | Unable to demonstrate a positive e work ethic | Ability to maintain confidentiality; demonstration of work ethic; positive behavior; appropriate dress; good attendance and timelines to work some of the time. | Ability to maintain confidentiality; demonstration of work ethic; positive behavior; appropriate dress; good attendance and timelines to work most of the time. | Manages times effectively and prioritizes work appropriately. Consistently demonstrates professional behavior, attitude,, and work ethic and continually strives to improve performance. |
| *Evidenced by:* |

**Teaching Assistant**

**Evidence of Teaching**

**Domain 4: Professional Responsibilities (continued)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Component** | **Unsatisfactory** | **Basic** | **Proficient** | **Distinguished** |
| *4d. Demonstrates a willingness to participate in ongoing staff development* | Does not participate in staff development activities. | Access opportunities for suggested district staff development activities. | Actively participates in staff development activities and seeks new information and opportunities to share with others. | *Takes initiative and actively participates in staff development activities and assists in planning and implementation of such activities.* |
| *Evidenced by:* |
| *4e. Use technology tools for communication and productivity as provided by the district.* | *Unable to demonstrate basic use of technology* | *Demonstrate the ability to use phone, email, computer software for routine communication and instructional material.* | *Uses technology to organize and improve efficiency of communication and instruction.* | *Promotes and assists others in the use of technology to improve communication and instruction.* |
| *Evidenced by:* |