End-of-year evaluations for all levels of professionals emphasize trust, support, collaboration, and contributing to the larger community, as seen in documents from the Sewanhaka District and used in Elmont Memorial High School. For example, teacher evaluations include a school activities category.

SEWANHAKA CENTRAL HIGH SCHOOL DISTRICT

TEACHER END-OF-YEAR EVALUATION
2009-2010 SCHOOL YEAR

Name: ___________________________ School: _______________________________________

Department: _____________________ # of Years in District: __________ # of Years Teaching: __________

Sections/courses taught this year:

<table>
<thead>
<tr>
<th># of sections</th>
<th>Name of course and level</th>
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U = Unsatisfactory  B = Basic  P = Proficient  D = Distinguished  N/A = Not Applicable

I. Instructional Practices:

a. Knowledge of content and pedagogy.
b. Designs creative lessons and/or projects.
c. Uses resources/technology.
d. Designs coherent and cohesive lessons and units.
e. Designs student assessments that meet the standards.
f. Manages classroom procedures.
g. Manages student behavior.
h. Creates a learning environment of respect.
i. Uses varied questioning techniques.
j. Demonstrates flexibility and responsiveness.
k. Uses the observation process as an instruction improvement plan.
l. Maintains accurate records.
m. Communicates with families/guidance counselors/resource room teachers.
n. Meets deadlines.

Guidelines: Bulleted list:
- Students engaged
- Bell to bell teaching
- Lesson related to Aim
- Higher level thinking questions evident
- Student centered classroom

A very short comment on the overall instructional practices of the teacher not to defeat the purpose of this form.
II. School Activities:

Participates in school-wide programs or initiatives/assists in supervision and/or administration of extracurricular activities in the following ways:

Guidelines: Bulleted list:

- Name each program (Operation Success, SAT prep, HW helper)
- Coaching or advisordship (list teams and/or groups)
- Supervisions
- Committees
- Lincoln Center
- Mini-grants
- Essay contests
- Textbook evaluations
- Helping students with projects for competitions
- School day activities
- Bulletin Boards

III. Professional Development:

a. Pursues professional growth that directly relates to instruction.

b. Shares professional information and expertise to promote the growth of others.

c. Works to achieve professional goals.

d. Maintains memberships in professional organizations.

Guidelines: Bulleted list:

- Organizations
- Names of conferences (state if they attended or presented)
- How information was shared (dept. meeting, district meeting)
- Continuing education for degree or knowledge
- Grant writing
- Mentorships
- Curriculum writing
- Awards received
- Publications written
- Committees
- National Board Certification achieved