

## **Purpose of the Decatur Public Schools Appraisal Plan**

The Decatur Public School District #61 Teacher Appraisal Process is essential for the continual professional growth of each certificated staff member. By providing teachers with well-defined expectations and on-going, constructive feedback, the appraisal process should develop and maintain effective teachers. This process should be continuous and collaborative and take place in an atmosphere of mutual trust, support, and respect.

### **An effective teacher:**

- Demonstrates high expectations for all students regarding all facets of intellectual and social growth, and helps students learn using diverse resources and engaging lessons.
- Develops and maintains working relationships with students and their families, and contributes to positive academic, behavioral, and social outcomes.
- Consistently engages in self-reflection of practice, and continually seeks to grow in the profession.
- Incorporates and models best practices in reading, writing, and oral communication in all content areas.
- Demonstrates high expectations for themselves in terms of:
  - o Consistently improving mastery of content.
  - o Consistently improving mastery of relating content in age/skill-level appropriate ways.
  - o Monitoring student progress in a variety of ways and using those findings to drive instructional decisions.
  - o Utilizing open, honest, and productive collaboration with colleagues and the community.

### **The Decatur Public School District #61 Teacher Appraisal Process is designed to:**

1. Identify teachers' strengths and areas of needed improvement in order to determine effective professional development, assistance and support;
  2. Determine whether a teacher is meeting performance expectations in the classroom, including student achievement growth expectations;<sup>1</sup>
  3. Provide accountability in order to retain effective teachers and assist in identifying potential teacher leaders.
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