Instructional Support Member Evaluation Framework

Domain 1: Instructional Support Strategies and Behaviors

- Establishing Clear Goals
  - 1. Providing Clear Learning Goals and Scales (Rubrics)
  - 2. Tracking Student Progress
  - 3. Celebrating Success

- Facilitating Engagement
  - 4. Providing Opportunities for Students to Talk about Themselves
  - 5. Demonstrating "Withitness"
  - 6. Acknowledging Adherence to Rules and Procedures
  - 7. Understanding Students' Interests and Backgrounds
  - 8. Using Verbal and Nonverbal Behaviors that Indicate Affection for Students
  - 9. Displaying Objectivity and Control
  - 10. Demonstrating Value and Respect for Low Expectancy Students
  - 11. Asking Questions of Low Expectancy Students

Planning and Preparing

- Planning and Preparing for Implementation of Goals and Objectives
  - 12. Effective Goal Setting and Scaffolding of Objectives
  - 13. Lessons within Instructional Activities
  - 14. Attention to Established Content Standards

- Planning and Preparing for Use of Resources and Technology
  - 15. Use of Available Traditional Resources
  - 16. Use of Available Technology

- Planning and Preparing for the Needs of English Language Learners
  - 17. Needs of English Language Learners

- Planning and Preparing for the Needs of Students Receiving Special Education
  - 18. Needs of Students Receiving Special Education

- Planning and Preparing for the Needs of Students Who Lack Support for Schooling

Reflecting on Teaching

- Evaluating Personal Performance
  - 20. Identifying Areas of Pedagogical Strength and Weakness
  - 21. Evaluating the Effectiveness of Instruction
  - 22. Evaluating the Effectiveness of Specific Pedagogical Strategies and Behaviors

- Developing and Implementing a Professional Growth Plan
  - 23. Developing a Written Growth and Development Plan
  - 24. Monitoring Progress Relative to the Professional Growth and Development Plan

Collegiality and Professionalism

- Promoting a Positive Environment
  - 25. Promoting Positive Interactions with Colleagues
  - 26. Promoting Positive Interactions with Students and Parents

- Promoting Exchange of Ideas and Strategies
  - 27. Seeking Mentorship for Areas of Need or Interest
  - 28. Mentoring Other Instructional Support Members and Sharing Ideas and Strategies

- Promoting District and School Development
  - 30. Participating in District and School Initiatives

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