

John Doe
Fall 20____ Spring 20____ Teaching Internship, Improvement Plan
_____School

(Please list the observation date each time you evaluate on the lines below under Day 1, Day 2, or Day 3 for each of the three evaluation days. Example: Day 1

10/6/20____

Day 1 Day 2 Day 3

Please use the key below for evaluating the student's performance on each goal indicator by placing the letter/letters on the line below that best describes the intern's skill level and/or disposition.

- I - works independently as a teacher beginning a professional career
- MA - needs modest assistance and practice
- DA - needs daily assistance and practice
- MG - needs major growth and extensive practice before being placed in charge of a classroom

Goal I. Professionalism:

- _____ _____ _____ assumes responsibility for student learning.
- _____ _____ _____ demonstrates a professional demeanor (adheres to students' and teachers' legal rights and school policies, dresses and behaves in a professional and ethical manner).
- _____ _____ _____ maintains accurate records and confidentiality.
- _____ _____ _____ builds professional relationships including receptivity to supervision.
- _____ _____ _____ grows and develops professionally (service, membership, use of research, advocacy).
- _____ _____ _____ is punctual, dependable, and responsible.
- _____ _____ _____ demonstrates initiative and enthusiasm for teaching and the profession.

Goal II. Diversity:

- _____ _____ _____ communicates effectively with diverse populations.
- _____ _____ _____ communicates with students and families in ways that demonstrates understanding of and respect for all family structures.
- _____ _____ _____ demonstrates respect for differences among individuals from varied backgrounds and geographical regions.
- _____ _____ _____ addresses student diversity through planning, selecting materials, and selecting/creating appropriate activities for learning.
- _____ _____ _____ creates a positive classroom atmosphere that is secure, inviting, and accepting of diverse ideas and options.

- _____ selects appropriate and varied assessment and evaluation strategies that provide students with clear opportunities to demonstrate their learning.
- _____ promotes the best attributes of all students and maintains high expectations for all learners, including those with special needs.

Goal III. Communication Skills:

- _____ utilizes active listening skills and provides positive feedback.
- _____ speaks and writes clearly and accurately in standard English.
- _____ interprets students' verbal and non-verbal communications.
- _____ clearly communicates learning goals and instructional procedures to students.
- _____ communicates challenging learning expectations to students.
- _____ effectively communicates appropriate content to students.
- _____ utilizes technology as a tool for communication in alignment with ISTE Standards. (<http://cnets.ccurrstands/cstands-nets.html>)
- _____ communicates as needed with parents or guardians about student learning.
- _____ participates in school and community communications.

Goal IV. Curriculum:

- _____ addresses school-state curriculum frameworks, benchmarks, and learning outcomes through appropriate planning.
- _____ addresses students' growth and development while planning and implementing instruction.
- _____ develops clear learning goals appropriate to students.
- _____ utilizes appropriate materials and resources.
- _____ creates or selects appropriate teaching methods, learning activities, and instruction materials that are aligned with the learning goals of the lesson.
- _____ adapts instruction to promote students' learning based upon their strengths and life experiences.
- _____ integrates the curriculum when appropriate.
- _____ demonstrates appropriate pacing of the lesson.

Goal V. Subject Matter:

- _____ presents current and accurate subject matter information.
- _____ demonstrates an understanding of the central content and concepts of the subject matter.

- _____ uses explanations and representations that link curriculum to prior learning.
- _____ engages students in interpreting ideas from a variety of perspectives.
- _____ uses methods of inquiry that are central to the subject matter.
- _____ bases instruction on the subject area standards established by the appropriate Specialized Professional Associations (SPAs). (See university supervisor for SPA evaluation form.)

Goal VI. Teaching Models:

- _____ Social Models: group investigation/cooperative learning, role playing, jurisprudential inquiry
- _____ Information-Processing Models: inductive thinking, concept attainment, inquiry, synectics, memorization, advance organizer
- _____ Personal Models: nondirective teaching, self-esteem
- _____ Behavioral Models: mastery learning and programmed instruction, direct instruction, simulations
- _____ Effective Teaching Strategies: whole class discussion, demonstration, non-linguistic representations (graphic organizers), scaffolding techniques, project-based learning, student presentations, learning centers, convergent questioning, divergent questioning

Goal VII. Classroom Management:

- _____ creates an environment of respect and appropriate rapport.
- _____ creates an environment that promotes fairness.
- _____ communicates in a manner that fosters positive interactions with students.
- _____ plans and implements appropriate procedures for the effective use of instructional time.
- _____ manages the classroom to maximize productive use of instructional time.
- _____ utilizes appropriate instructional and classroom management procedures appropriate to students' development.
- _____ manages student behavior throughout instructional time; appropriately and effectively.
- _____ engages the students and maintains the focus on the lesson by utilizing effective instructional techniques.
- _____ establishes and maintains consistent standards for student behavior.
- _____ attends to students' behavior during instruction, group work, and/or practice.

Goal VIII. Assessment:

- _____ monitors student learning through individual and group performances.

- _____ uses students' performances to modify and adjust instruction.
- _____ adapts assessment strategies to promote student learning based on the strengths of the student.
- _____ uses formal assessment to measure student performances in relation to instructional objectives.
- _____ assesses students' prior knowledge.

Goal IX. Reflective Teaching:

- _____ assesses professional and individual strengths and weaknesses to work in a community of learners.
- _____ evaluates the effects of his/her choices and actions on others in the learning community.
- _____ reflects on the extent to which the learning goals were met.
- _____ uses and applies the tools of inquiry to improve teaching and learning.
- _____ accesses knowledge from a variety of sources and assesses the validity of information obtained.
- _____ interprets norm-referenced and criterion-referenced test data to facilitate learning.
- _____ modifies instructional plans and evaluates curriculum according to best practices.

Please sign in the designated area below after each evaluation.

Day 1	_____	_____	_____	_____
	Intern Signature	Date	University Supervisor Signature	Date
Day 2	_____	_____	_____	_____
	Intern Signature	Date	University Supervisor Signature	Date
Day 3	_____	_____	_____	_____
	Intern Signature	Date	University Supervisor Signature	Date

Confirmation of the Improvement Plan

For Goals ____, ____, ____, and ____ (List as many as indicated on the plan.), the clinical supervisor and university supervisor will evaluate the intern in professionalism, diversity, classroom management, curriculum, subject matter, teaching models, classroom management, assessment and reflective teaching (Take out the outcomes not indicated on the plan.) with formal and informal observations, conferences, and evaluations between the date of _____ and _____.

_____	_____
Principal	Clinical Supervisor

University Supervisor	

I, _____, understand that if significant progress has not been made toward the aforementioned goals and deficiencies by the date of _____ (5 school days) my placement at _____ School will be terminated.

_____	_____
Teacher Intern	Date