2025-26 Guidance for Teacher Self-Assessment and Growth Goal in iObservation

1. Teachers each must complete the self-assessment in order to be able to move on to setting a growth goal.
   a. It is recommended that each teacher have a copy of the Marzano Focused Teacher Evaluation Model (FTEM) chart when working through the self-assessment.
   b. It is also recommended that staff meeting time be set aside for teachers to complete this while together, enabling teachers to ask questions and support each other.
   c. Teachers should keep in mind that the self-assessment is for one's own benefit in clarifying areas for growth. Principals and superintendents do not intend to examine teacher self-assessments. Thus, please use care in completing the form, but *do not overthink* the process. Teachers are *not* expected to research each element/category before responding.
2. Each teacher must select **ONE (1)** growth goal area (target element) from the FTEM.
   a. To streamline processes and allow for better administrative and peer support, please select from these narrowed element choices:
      i. **Identifying Critical Content** *(highly recommended)*
      ii. Previewing New Content
      iii. Helping Students Process New Content
      iv. Establishing and Acknowledging Adherence to Rules and Procedures
      v. Providing Feedback and Celebrating Progress
      vi. Any other element chosen by the administration or principal/teachers as a school-wide focus element
3. Each teacher then must select a reasonable and true "start point" (*not using, beginning, developing, applying, innovating*) and a realistic "goal point" (typically <u>one or two levels</u> above the "start point") for the target element.
4. There are then two questions about how student behavior and learning will be affected by the implementation of the growth goal element. Keep this simple. Then the growth goal will be restated; for example, "I will grow, over the school year, from beginning to applying in Identifying Critical Content."
5. Action steps must then be developed for the growth goal/target element.
   a. Please aim to create a minimum of FOUR (4) simple action steps. Note that an action step may be repeated more than once.
   b. Consider action steps related to:
      i. *Learning* about the growth goal element.
      ii. Observing other teachers to identify the growth goal element.
      iii. Planning specifically to implement/use the growth goal element within lessons.
      iv. Inviting peers to observe and give feedback on the use of the growth goal element.
      v. Inviting an observer/the principal to observe and provide specific feedback related the growth goal element.
      vi. Identifying student evidence for growth goal element attainment.
   c. Consider using the iObservation Resource Library to discover recommended strategies related to the target element. One or more of these may be incorporated into an action step.

TIPS for DEVELOPING ACTION STEPS:

- *Action steps are meant to be date specific, as embedded in the action step development process in iObservation. Thus, an action step may be repeated more than once in the growth plan.*
- *This is certainly not an exhaustive list of examples. There are other possible action steps, some of which may be much more specific as they relate to the chosen target element and the strategies to support implementation of the element.*
- *Please only provide action steps that <u>are realistic to accomplish</u>.*
- *<u>NAME your target element</u> rather than indicating it is as "my target element" as referenced in the samples below.*

SAMPLE ACTION STEPS

- Participate in school-wide or teacher-team training on *my target element*.

- Utilize the Resource Library in iObservation to become more familiar with *the target element*.

- Have a peer conduct an observation focused on *my target element*.

- Record myself teaching on video and do a self-evaluation based on *my target element*.

- Observe one on-site teacher with the specific goal of observing how they implement *the target element*.

- Observe one teacher from another school with the specific goal of observing how they implement *the target element*.

- Ask the principal or other trained observer for specific feedback for improving my implementation of *the target element.*

- Strategically include *my target element* into class notes/PowerPoints.

- Plan (subject/topic) lessons to include techniques such as _____ to emphasize *the target element*.

- Use appropriate verbal and visual cues within the lesson to emphasize *the target element*.