

University of Chicago Laboratory Schools
Faculty Evaluation – Expectations

Lower School

April 24, 2012

Domain 1: Preparation and Planning

- A. Designs coherent instruction
 - 1. Designs lessons with substantive and significant outcomes in mind.
 - 2. Chooses instructional outcomes that are appropriate to the students' prior knowledge, skills and level of development.
- B. Responds to individual differences
 - 1. Actively observes students' response to planned instruction.
 - 2. Demonstrates flexibility in planning and makes reasonable adaptations in instruction to promote engagement and learning by all students.

Domain 2: The Classroom Environment

- A. Creates a classroom environment characterized by mutual respect and trust
 - 1. Models respectful communication with students
 - 2. Promotes consideration and respectful interactions among students
- B. Effectively manages student behavior
 - 1. Actively guides students in resolving conflict
 - 2. Establishes and implements appropriate behavioral expectations
- C. Arranges classroom space in support of focused, productive work, comfort and safety

Domain 3: Instruction

- A. Communicates effectively with children
 - 1. Gives clear oral and written directions
 - 2. Provides opportunities for students to ask questions freely
- B. Uses a variety of instructional methods and materials to engage students
 - 1. Makes use of written materials as well as resources available through modern technology.
 - 2. Provides opportunities for students to express their understandings in a variety of ways.
- C. Provides opportunities for students to interact with one another
- D. Challenges students to think deeply, communicate a point of view, and consider the points of view of others

Domain 4: Communication, Collaboration and Reflection

- A. Engages in self-assessment, introspection, and reflection; and welcomes feedback from colleagues and administrators
- B. Is respectful of colleagues and open to collaboration

Domain 5: Professional Responsibilities

- A. Attends meetings and upholds professional standards of punctuality, courtesy, and discretion
- B. Keeps track of students' work and monitors student progress