

Name: _____

Employee # _____ Date: _____

School: _____

Please Mail to ...
Attn: Cindy Caldwell
W.L. 9017

Florida Educator Accomplished Practices Self Assessment

ASSESSMENT

For each of the statements below, indicate what you feel is your current level of ability in doing what's described by that statement. Use a 1 to indicate awareness and/or a beginning level of competence and a 10 to indicate that you are fully competent to carry out the indicated function. Use 2 - 9 to indicate varying degrees of ability between the two.

ACCOMPLISHED PRACTICE #1 Uses assessment strategies (traditional and alternate) to assist the continuous development of the learner.

1. ___ Diagnoses students' readiness to learn and their individual learning needs and plans appropriate intervention strategies.
2. ___ Uses multiple perspectives to diagnose student behavior problems and devise solutions.
3. ___ Recognizes students exhibiting potentially disruptive behavior and offers alternate strategies.
4. ___ Assesses individual and group performance to design instruction that meets students' current needs in the cognitive, social, linguistic, cultural, emotional, and physical domains.
5. ___ Employs performance-based assessment approaches to determine students' performance of specified outcomes.
6. ___ Assists students in maintaining portfolios of individual work and progress toward performance outcomes.
7. ___ Modifies instruction based upon assessed student performance.
8. ___ Guides self-assessment by students and assists them in devising personal plans for reaching the next performance level.
9. ___ Maintains observational and anecdotal records to monitor students' development.
10. ___ Selects, administers, and interprets various informal and standardized instruments for assessing students' academic performance and social behavior.
11. ___ Reviews assessment data about individual students to determine their entry-level skills, deficiencies, academic progress, and personal strengths, and to modify instruction-based assessment.
12. ___ Communicates individual student progress knowledgeably and responsibly based upon appropriate indicators to the student, families, and colleagues using terms that students and families understand.
13. ___ Develops short and long term personal and professional goals relating to assessment.

Your ASSESSMENT Average _____ = Sum of Responses/13

TEACHER SELF-ASSESSMENT CHECKLIST

COMMUNICATION

For each of the statements below, indicate what you feel is your current level of ability in doing what's described by that statement. Use a 1 to indicate awareness and/or a beginning level of competence and a 10 to indicate that you are fully competent to carry out the indicated function. Use 2 - 9 to indicate varying degrees of ability between the two.

ACCOMPLISHED PRACTICE #2 Uses effective communication techniques with students and all other stakeholders.

1. ___ Establishes positive interaction in the learning environment that uses incentives and consequences for students to promote excellence.
2. ___ Establishes positive interactions between teacher and students in all areas.
3. ___ Communicates effectively, in both verbal and nonverbal styles, with all students, including those with handicapping conditions and those of varying cultural and linguistic backgrounds.
4. ___ Communicates with and challenges all students in a positive and supportive manner.
5. ___ Communicates to all students high expectations for learning.
6. ___ Maintains standards of mutually respectful interaction during individual work, cooperative learning, and whole group activities.
7. ___ Provides all students with opportunities to learn from each other.
8. ___ Motivates, encourages, and supports individual and group inquiry.
9. ___ Encourages students desire to receive and accept constructive feedback on individual work and behavior.
10. ___ Communicates with colleagues, school and community specialists, administrators, and families consistently and appropriately.
11. ___ Develops short and long term personal and professional goals relating to communication.

Your COMMUNICATION Average _____ = Sum of Responses/11

CONTINUOUS IMPROVEMENT

For each of the statements below, indicate what you feel is your current level of ability in doing what's described by that statement. Use a 1 to indicate awareness and/or a beginning level of competence and a 10 to indicate that you are fully competent to carry out the indicated function. Use 2 - 9 to indicate varying degrees of ability between the two.

ACCOMPLISHED PRACTICE #3 Engages in continuous professional quality improvement for self and school.

1. ___ Functions as a facilitator in the school, actively applying accepted principles and strategies for affecting change.
2. ___ Works in general and informational groups in cooperation with other educators and families to analyze the effectiveness of instruction in the school and to develop improvement strategies.
3. ___ Uses data from his/her own learning environments, e.g. classroom observation, audio/video recordings, student results and feedback, and research as a basis for reflecting upon and experimenting with personal teaching practices.
4. ___ Creates and monitors a personal professional development plan to guide his/her own improvement.
5. ___ Communicates with students, families, and the community to assess the relevance of the curriculum and adequacy of student progress toward standards.
6. ___ Demonstrates respect for diverse perspectives, ideas, and options and encourages contribution from any array of school and community sources, including communities whose heritage language is not English.
7. ___ Works to empower the school-based personnel as they manage the continuous improvement process.
8. ___ Participates in the development of improvement plans that support the overall school improvement plan, including implementation and evaluation of individual effectiveness.
9. ___ Keeps abreast of developments in instructional methodology, learning theories, second language acquisition theories, psychological and sociological trends, and subject matter in order to facilitate learning.
10. ___ Shows evidence of continuous reflection and improvement in his/her performance in teaching/learning activities and in an increased capacity to facilitate learning for all students.
11. ___ Continues to expand his/her own repertoire of professional experiences, e.g. publishing, conducting in-service activities, mentoring colleagues, providing leadership in professional associations, utilizing research appropriately.
12. ___ Sees him/herself as a steward of the school, of public education, and our national heritage with its multicultural dimensions, and works to articulate these positions in a manner appropriate to the situation.
13. ___ Works as a member of a learning community -- investigating problematic conditions, working as teacher-

as-researcher, reflective practitioner, etc.

14. ___ Utilizes strengths and attributes of colleagues based on experience, status, education, and other unique strengths and attributes and adjusts professional relationships accordingly.

15. ___ Works to improve his/her own professional judgment and the ability to articulate it to colleagues, families, and the business community.

16. ___ Develops short and long term personal and professional goals relating to continuous professional improvement.

Your CONTINUOUS IMPROVEMENT Average _____ = Sum of Responses/16

CRITICAL THINKING

For each of the statements below, indicate what you feel is your current level of ability in doing what's described by that statement. Use a 1 to indicate awareness and/or a beginning level of competence and a 10 to indicate that you are fully competent to carry out the indicated function. Use 2 - 9 to indicate varying degrees of ability between the two.

ACCOMPLISHED PRACTICE #4 Uses appropriate techniques and strategies which promote and enhance critical, creative, and evaluative thinking capabilities of students.

1. ___ Analyze student performance standards to identify associated higher-order thinking skills, and designs learning and performance strategies to evoke these higher-order skills.
2. ___ Chooses varied teaching strategies, materials, and technologies to expand students' thinking abilities.
3. ___ Assists students in selecting projects and assignments that involve the need to gather information and solve problems.
4. ___ Poses problems, dilemmas, and questions in lessons that involve value knowledge and that require evaluative thinking.
5. ___ Assists students in applying the rules of evidence that govern the acceptability of judgments and conclusions.
6. ___ Guides students in evaluating the plausibility of claims or interpretations in the field of study.
7. ___ Varies his/her role in the instructional process (instructor, coach, monitor, facilitator, audience, critic, etc.) in relation to the purposes of instruction and the students' needs, including linguistic needs.
8. ___ Monitors student's work and adjusts strategies in response to learner's needs and successes in creative thinking activities.
9. ___ Proposes open-ended projects and other activities in which creative products and innovative solutions are the ultimate objective.
10. ___ Uses technology and other appropriate tools to extend the learning environment for students.
11. ___ Develops short and long term personal and professional goals relating to critical thinking.

Your CRITICAL THINKING Average _____ = Sum of Responses/11

DIVERSITY

For each of the statements below, indicate what you feel is your current level of ability in doing what's described by that statement. Use a 1 to indicate awareness and/or a beginning level of competence and a 10 to indicate that you are fully competent to carry out the indicated function. Use 2 - 9 to indicate varying degrees of ability between the two.

ACCOMPLISHED PRACTICE #5 Uses teaching and learning strategies that reflect each student's culture and linguistic background, learning styles, special needs, and socio-economic background.

1. ___ Accepts and values students from diverse cultures and linguistic backgrounds, and treats all students equitably.
2. ___ Creates a learning environment in which all students are treated equitably.
3. ___ Utilizes the cultural and linguistic diversity and experiences of individual students to enrich instruction for the whole group.
4. ___ Provides a range of activities to meet the various students' learning styles and cultural and linguistic backgrounds.
5. ___ Uses appropriate teaching techniques to effectively instruct all students.
6. ___ Uses appropriate materials, technology, and resources to assist all students to learn.
7. ___ Uses appropriate school, family, and community resources to help meet all students' learning needs.
8. ___ Helps students develop shared values and expectations that create a climate of openness, mutual respect, support, and inquiry.
9. ___ Selects and uses appropriate materials and resources that reflect contributors that are multicultural.
10. ___ Recognizes the importance of family and family structure to the individual learner and uses knowledge of the student's family situation to support individual learning.
11. ___ Fosters student responsibility, appropriate social behavior, integrity, valuing of diversity, and honesty by role modeling and through learning activities.
12. ___ Provides learning situations which will enable the student to practice skills and knowledge needed for success as an adult.
13. ___ Develops short and long term personal and professional goals relating to diversity.

Your DIVERSITY Average _____ = Sum of Responses/13

ETHICS

For each of the statements below, indicate what you feel is your current level of ability in doing what's described by that statement. Use a 1 to indicate awareness and/or a beginning level of competence and a 10 to indicate that you are fully competent to carry out the indicated function. Use 2 - 9 to indicate varying degrees of ability between the two.

ACCOMPLISHED PRACTICE #6 Adheres to the Code of Ethics and Principles of Professional Conduct of the Education Profession in Florida.

1. ___ Shall make reasonable effort to protect the student from conditions harmful to learning and/or to the student's mental and/or physical health and/or safety.
2. ___ Shall encourage a students' independent action in pursuit of learning.
3. ___ Shall provide for a student access to diverse points of view.
4. ___ Shall take reasonable precautions to distinguish between personal views and those of any educational institution or organization with which the individual is affiliated.
5. ___ Shall not intentionally distort or misrepresent facts concerning an educational matter in direct or indirect public expression.
6. ___ Shall not use institutional privileges for personal gain or advantage.
7. ___ Shall maintain honesty in all professional dealings.
8. ___ Shall not on the basis of race, color, religion, gender, age, national or ethnic origin, political beliefs, marital status, handicapping condition if otherwise qualified, social and family background deny to a colleague professional benefits or advantages or participation in any professional organization.
9. ___ Shall support a colleague's right to exercise political or civil rights and responsibilities.

Your ETHICS Average _____ = Sum of Responses/9

HUMAN DEVELOPMENT AND LEARNING

For each of the statements below, indicate what you feel is your current level of ability in doing what's described by that statement. Use a 1 to indicate awareness and/or a beginning level of competence and a 10 to indicate that you are fully competent to carry out the indicated function. Use 2 - 9 to indicate varying degrees of ability between the two.

ACCOMPLISHED PRACTICE #7 Uses an understanding of learning and human development to provide a positive learning environment which supports the intellectual, personal, and social development of all students.

1. ___ Recognizes the developmental level of each student as indicated by behaviors, writings, drawings, etc. and other responses.
2. ___ Stimulates student reflection on previously acquired knowledge and links new knowledge and ideas to already familiar ideas.
3. ___ Draws upon an extensive repertoire of activities that have proven successful in engaging and motivating students as appropriate developmental levels.
4. ___ Makes appropriate provisions for individual students based upon their learning needs and developmental levels.
5. ___ Develops instructional curriculum with attention to learning theory, subject matter structure, curriculum development, student development, and first and second language acquisition processes.
6. ___ Presents concepts and principles at different levels of complexity so that they are meaningful to students at varying levels of development.
7. ___ Develops short and long term personal and professional goals relating to human development and learning.

Your HUMAN DEVELOPMENT AND LEARNING Average _____ = Sum of Responses/7

KNOWLEDGE OF SUBJECT MATTER

For each of the statements below, indicate what you feel is your current level of ability in doing what's described by that statement. Use a 1 to indicate awareness and/or a beginning level of competence and a 10 to indicate that you are fully competent to carry out the indicated function. Use 2 - 9 to indicate varying degrees of ability between the two.

ACCOMPLISHED PRACTICE #8 Uses appropriate techniques and strategies which promote and enhance critical, creative, and evaluative thinking capabilities of students.

1. ___ Communicates accurate knowledge of subject matter in a language and style appropriate to the learner.
2. ___ Demonstrates a breadth of subject matter knowledge that enables students to approach and to interrelate topics from a variety of perspectives, interests, and points of view.
3. ___ Uses the references, materials and technologies of the subject field in a manner appropriate to the developmental stage of the learner.
4. ___ Continuously monitors changes in the subject field.
5. ___ Demonstrates a breadth of subject matter that enables him/her to collaborate with colleagues from other subject fields in the integration of instruction.
6. ___ Develops short and long term personal and professional goals relating to knowledge of subject matter.

Your KNOWLEDGE OF SUBJECT MATTER Average _____ = Sum of Responses/6

LEARNING ENVIRONMENTS

For each of the statements below, indicate what you feel is your current level of ability in doing what's described by that statement. Use a 1 to indicate awareness and/or a beginning level of competence and a 10 to indicate that you are fully competent to carry out the indicated function. Use 2 - 9 to indicate varying degrees of ability between the two.

ACCOMPLISHED PRACTICE #9 Creates and maintains positive learning environments in which students are actively engaged in learning, social interaction, cooperative learning and self-motivation.

1. ___ Establishes smooth and efficient routines.
2. ___ Involves students in establishing standards for behavior.
3. ___ Applies rules and standards consistently and equitably.
4. ___ Shares learning environment management responsibilities with students.
5. ___ Designs appropriate instructional activities in individual, small and large group settings to meet cognitive, linguistic and affective needs.
6. ___ Organizes instruction to include cooperative, student-directed groups.
7. ___ Monitors learning activities, providing feedback and reinforcement to students.
8. ___ Arranges and manages the physical environment to facilitate student learning outcomes.
9. ___ Provides a safe place for students to take risks.
10. ___ Uses learning time effectively.
11. ___ Maintains instructional momentum, with smooth and efficient transitions.
12. ___ Makes effective and efficient use of time required in the learning environment for administrative and organizational activities.
13. ___ Maintains academic focus of students by use of varied motivational devices.
14. ___ Provides clear directions for instructional activities and routines.
15. ___ Develops short and long term personal and professional goals relating to learning environments.

Your LEARNING ENVIRONMENTS Average _____ = Sum of Responses/15

PLANNING

For each of the statements below, indicate what you feel is your current level of ability in doing what's described by that statement. Use a 1 to indicate awareness and/or a beginning level of competence and a 10 to indicate that you are fully competent to carry out the indicated function. Use 2 - 9 to indicate varying degrees of ability between the two.

ACCOMPLISHED PRACTICE #10 Plans, implements, and evaluates effective instruction in a variety of learning environments.

1. ___ Develops student performance outcomes, benchmarks, and evidence of adequate progress to guide planning for instruction.
2. ___ Integrates student performance and outcomes into lesson designs and delivery strategies.
3. ___ Plans activities that promote high standards through a climate that enhances and expects continuous improvement.
4. ___ Provides comprehensible instruction to enable every student to meet the performance required of students in Florida's public schools.
5. ___ Provides comprehensible instruction in effective learning procedures, study skills, and test-taking strategies.
6. ___ Plans activities that utilize a variety of support and enrichment activities and materials.
7. ___ Assists in developing skills in accessing and interpreting information from multiple sources, e.g. library media center use, multiple electronic sources.
8. ___ Assists students to fully use the resources available to them and the strengths they already possess.
9. ___ Modifies the visual and physical environments to correspond with the planned learning activity, lesson content, and needs of all students.
10. ___ Plans activities that engage students in learning activities and employs strategies to re-engage students who are off task.
11. ___ Provides for instructional flexibility by adapting plans while a lesson is in progress to address unexpected problems or to benefit from unexpected opportunities.
12. ___ Creates approaches to learning that are interdisciplinary and that integrate multiple subject areas.
13. ___ Represents concepts through more than one method, such as analogies, metaphors, graphics, models, and concrete materials.

14. ___ Adjusts instruction based upon reflection of his/her own practice.
15. ___ Cooperatively works with colleagues in planning for instruction.
16. ___ Plans for the utilization of community resources in classroom activities e.g. world of work, civic leaders, fine arts.
17. ___ Develops short and long term personal and professional goals relating to planning.

Your PLANNING Average _____ = Sum of Responses/17

ROLE OF THE TEACHER

For each of the statements below, indicate what you feel is your current level of ability in doing what's described by that statement. Use a 1 to indicate awareness and/or a beginning level of competence and a 10 to indicate that you are fully competent to carry out the indicated function.

Use 2-9 to indicate varying degrees of ability between the two.

ACCOMPLISHED PRACTICE #11 Works with various education professionals, parents, and other stakeholders in the continuous improvement of the educational experiences of students.

1. ___ Serves as a student advocate in the school and with the social, legal and health agencies in the community.
2. ___ Confers with students and their families to provide explicit feedback on student progress and assist families in guiding students in academic and personal growth.
3. ___ Proposes ways in which families can support and reinforce classroom goals, objectives, and standards.
4. ___ Uses the community to provide students with a variety of experiences to examine and explore career opportunities.
5. ___ Works effectively with school volunteers to promote student interest, motivation, and learning.
6. ___ Recognizes in students overt signs of child abuse and severe emotional distress, and take appropriate intervention, referral and reporting actions.
7. ___ Recognizes in students over signs of alcohol and drug abuse, and takes appropriate intervention, referral and reporting actions.
8. ___ Works cooperatively with colleagues and other adults in informal settings and formal team structures to meet students' education, social, linguistic, cultural and emotional needs.
9. ___ Uses knowledge of continuous quality improvement to assist the school community in managing its own school improvement efforts.
10. ___ Communicates with families including those of culturally and linguistically diverse students to become familiar with the students' home situation and background.
11. ___ Develops short and long term personal professional goals relating to the roles of a teacher.

Your ROLE OF THE TEACHER Average _____ = Sum of Responses/11

TECHNOLOGY

For each of the statements below, indicate what you feel is your current level of ability in doing what's described by that statement. Use a 1 to indicate awareness and/or a beginning level of competence and a 10 to indicate that you are fully competent to carry out the indicated function. Use 2 - 9 to indicate varying degrees of ability between the two.

ACCOMPLISHED PRACTICE #12 Uses appropriate technology in teaching and learning processes.

1. ___ Utilizes appropriate learning media, computer applications, and other technology to address students' needs and learning objectives.
2. ___ Utilizes instructional and other electronic networks to provide students with opportunities to gather and share information with others.
3. ___ Uses a wide range of instructional technologies, such as CD-ROM, interactive video, videotaping and electronic libraries to enhance the subject matter and assure it is comprehensible to all students.
4. ___ Continually reviews and evaluates educational software to determine its appropriateness for instruction and management and shares findings with others.
5. ___ Teaches students to use available computers and other forms of technology at the skill level appropriate to enable success and maintain interest.
6. ___ Uses appropriate technology to construct teaching materials, e.g. construct assessment exercises, prepares programmed instruction, uses word processing, produces graphic materials, etc.
7. ___ Uses appropriate technologies to create and maintain data based for monitoring student attendance, behavior, and progress toward specified performance standards.
8. ___ Provides instruction at the appropriate level in identifying and using standards references, other learning resources, gathering data and anecdotal information, and accessing computer data banks.
9. ___ Works with technical and instructional specialists available to the school, teachers and students to collaborate on instructional design and delivery.
10. ___ Develops short and long term personal and professional goals relating to technology integration.

Your TECHNOLOGY Average ____ = Sum of Responses/10