

EDUCATEAlabama TEACHER EVALUATION RESOURCES

AQTS: COLLABORATION

Standards/Indicators	Expected Efforts/Activities
<i>1.0 Content Knowledge</i>	
1.1	Collaborative planning of units and lessons to immerse learners in the/a discipline and promote analytical and creative thinking. (INT)
1.1	Collaboration to incorporate research findings into unit/lesson designs. (INN)
1.2	Collaborative efforts with colleagues to identify factors influencing student learning and act on results. (INN)
1.3	Collaborative planning, assessment, and revision of integrated curricula. (INN)
1.4	Collaboration in use of methods and resources to promote learners' deep understanding of content and demonstration of knowledge and skills embedded in state standards. (INN)
1.5	Collaborative assessment of student work and subsequent modification of instructional resources and delivery methods. (INT)
<i>2.0 Teaching and Learning</i>	
<i>2a Organization and Management</i>	
2a.2	Collaborates with colleagues to collect, analyze, and modify approaches to improvement of school climate. (INT)
2a.2	Works with colleagues to ensure fair, respectful interactions with families/guardians, colleagues, and administrators. (INN)
2a.3	Works with learners and colleagues to identify factors effecting school safety and make ongoing improvements to support a positive learning environment schoolwide. (INT)
<i>2b Instructional Strategies</i>	
2b.1	Collaborates with colleagues, family/caregivers, and learners to establish developmentally appropriate and academically challenging goals for learners. (INT)
2b.2	Assists colleagues in recognizing and using the positive impact of learners' involvement in assessing and planning their own progress. (INT)
2b.2	Supports and assists colleagues in implementing learner goal-setting and self-assessment strategies. (INN)
2b.3	Works with colleagues to analyze the impact of lesson design on learner achievement across groups and contexts and to modify instruction based on results. (INT)
2b.3	Supports and assists colleagues in integrating research-based instructional strategies through modeling and coaching. (INT)

Standards/Indicators	Expected Efforts/Activities
<i>2c. Assessment</i>	
2c.1	Collaborates with colleagues and learners to develop and implement a variety of ongoing assessments and to refine methods of providing feedback to learners and families/caregivers. (INT)
2c.2	Works with colleagues to develop and refine common summative assessment options. (INT)
2c.3	Shares/discusses assessment results with learners and families/caregivers in ways that accurately represent performance.)(E)
2c.4	Collaborates with colleagues to analyze standard assessment data in order to identify grade level and school patterns and trends among sub groups and content areas. (INT)
<i>3.0 Literacy</i>	
<i>3a. Oral and Written Communication</i>	
3a.1	Collaborates with colleagues to learn and practice effective communication skills (listening, questioning, etc.) that will characterize interactions with learners, families/caregivers, peers, and others schoolwide. (INT)
3a.1	Works with colleagues to ensure that all spoken and written communications from the school to learners, families/caregivers, and the community are accurate, clear, professional, and accessible to all who need them. (INN)
3a.1	Works with colleagues to develop and maintain a professional learning community in which adults engage in inquiry and dialogue. (INN)
3a.2	Works with colleagues to enhance communication skills, abilities, and styles schoolwide. (INT)
3a.2	Joins with colleagues to study the effects of verbal and nonverbal interactions within and among groups and to design ways of improving communications. (INN)
<i>3b Reading/Literacy Skills</i>	
3b.1	Works with colleagues to design age-appropriate activities and strategies that make content more accessible and improve learners' literacy skills. (INT)
3b.1	Collaborates with grade level and/or content area teams to seek out innovative techniques that improve learners' literacy skills across content areas. (INN)
3b.1	Participates with colleagues in literacy-related action research and acts on results. (INN)
3b.2	Collaborates with colleagues to design and refine lessons that integrate literacy instruction into content instruction. (INN)
<i>3c Mathematical Knowledge & Skills</i>	
3c.1	Collaborates with mathematics teachers and those in other disciplines to design engaging problem-solving experiences across the curriculum. (INT)
3c.1	Works with colleagues to develop and sustain learning environments that value analytical thinking and improve learners' ability to articulate content – related issues mathematically, when appropriate. (INN)

Standards/Indicators	Expected Efforts/Activities
3c.2	Works with colleagues across grade levels and content areas to design and implement instructional activities that integrate mathematical concepts, processes, and symbols consistently and in meaningful ways. (INN)
<i>3d Technology</i>	
3d.1	Collaborates with colleagues to evaluate, adapt, design, and integrate technological resources into instructional activities. (INN)
3d.2	Works with colleagues to design and refine instructional activities that develop learners' skills in locating, relating, evaluating, and using electronic resources effectively. (INN)
3d.2	Works with colleagues to develop a learning environment that increases learners' technological skills. (INT)
<i>4.0 Diversity</i>	
<i>4a. Cultural, Ethnic, Social Diversity</i>	
4a.2	Works with colleagues to engage and involve all learners and families/caregivers in the school community. (INN)
4a.3	Collaborates with colleagues to overcome potential instructional bias through a variety of strategies (e.g., flexible grouping, differentiation, broadening curriculum perspectives alternative assessments). (INT)
<i>4b Language Diversity</i>	
4b.1	Works with colleagues and community to provide language support services to learners, as available. (B)
4b.1	Collaborates with colleagues to provide systematic support for second language learners, including use of native language, schoolwide. (INT)
4b.1	Works with colleagues to build greater schoolwide understanding of the role linguistic background plays in the learning process. (INN)
4b.2	Works with colleagues to organize and implement available second language resources/curriculum materials so that second language learners throughout the school are regularly provided instruction that meets their language needs. (INT)
4b.2	Works with colleagues to ensure that all second language learners are making appropriate progress in mastery of curriculum. (INN)
4b.3	Collaborates with colleagues in analyzing student work for both academic and language problems. (INT)
<i>4c Special Needs</i>	
4c.2	Advocates for and works with colleagues to create inclusive learning communities that are adaptive and differentiated and demonstrate respect and value for exceptional learners and their contributions to the classroom community. (INN)
<i>4d Learning Styles</i>	
4d.1	Works with colleagues to develop regular, systematic assessments of all students' learning styles and multiple intelligences. (INN)
4d.2	Collaborates with colleagues to design lessons and units of study that balance and integrate all learning modalities and allow for choice. (INT)

AQTS: Collaboration

Standards/Indicators	Expected Efforts/Activities
5.0 <i>Professionalism</i>	
5.1	Teams with colleagues to improve and differentiate instruction for individuals and groups. (A)
5.1	Participates in/leads grade level, school and system efforts to strengthen collaborations that will benefit all groups of learners. (INN)
5.2	Engage in action research with colleagues to identify areas of professional development needed to improve teaching and learning. (A)
5.2	Collaborates with other school leaders to develop and maintain an environment of standards-based inquiry, reflective practice, and collaborative learning focused on improvement of teaching and learning at the school and district levels. (INN)
5.3	Shares resources with colleagues to enhance teaching and learning. (B)
5.3	Analyzes student data with colleagues to identify instructional gaps/challenges and helps to generate and implement solutions. (E)
5.3	Assists families/guardians in acquiring resources to enhance students' learning. (E)
5.3	Works with colleagues and other stakeholders to develop and implement schoolwide initiatives that address achievement gaps and enhance teaching and learning for all students at all levels. (A)
5.5	Works collaboratively with colleagues, administrators, supports staff and district personnel to ensure schoolwide compliance with local, state, and Federal regulations and requirements. (A)