

TKES/LKES Self-Assessment Next Steps

Level IV

High Level of Expertise and Willing to Share

Determine whether the educator's self-rating matches the summative rating from the previous year

Use the educator's expertise in this performance standard and allow the educator to serve as a role model for others who may need assistance

Utilize this educator's expertise by asking the educator to lead or help lead building level or district professional learning

Level III

Skill and Knowledge Meet Expectations

Determine whether the educator's self-rating matches the summative rating from the previous year

Determine if it is possible that the educator is meeting the expectations for a Level IV rating and is just waiting for a chance to show leadership in the standard

Level II

Recognize Improvement or Support is Needed

The building leader should recognize this rating as a call for assistance and help design a plan for support

Make certain classroom observations provide specific feedback regarding progress on the performance standard

Support the alignment of the educator's PLG/PLP goal(s) with the reflected desire to grow in this area

Level I

Limited Understanding of the Performance Standard

Provide immediate assistance

Administer frequent observations and feedback

Provide the educator with the Fact Sheet for the indicated Performance Standard(s)

Provide a mentor to assist, support and serve as a model

Consider a short or long term PLP to address the teacher's needs

Refer the teacher to specific high quality professional learning