

# The University of Northern Iowa

## Teacher Work Sample:

for the

## Student Teaching Level

- Performance Prompt
- Teaching Process Standards
- Scoring Rubrics

January 2007

The August 2007 Teacher Work Sample performance prompt and scoring rubric was developed by the Teacher Work Sample Revision committee, a sub committee of the Teacher Work Sample Committee, and approved by the Council for Teacher Education at the University of Northern Iowa.

*The materials in this document were adapted from the Teacher Work Sample created by representatives of the Renaissance Partnership Institutions. For further information see The Renaissance Partnership for Improving Teacher Quality Project <http://fp.uni.edu/itq>*

## Overview of Teacher Work Sample (TWS)

### The Vision

Successful teacher candidates support learning by designing a Teacher Work Sample that employs a range of strategies and builds on each student's strengths, needs, and prior experiences. Through this performance assessment, teacher candidates provide credible evidence of their ability to facilitate learning by meeting the following TWS standards:

- The teacher uses information about the learning-teaching context and student individual differences to set learning goals and plan instruction and assessment.
- The teacher sets significant, challenging, varied, and appropriate learning goals.
- The teacher uses multiple assessment modes and approaches aligned with learning goals to assess student learning before, during, and after instruction.
- The teacher designs instruction for specific learning goals, student characteristics and needs, and learning contexts.
- The teacher uses regular and systematic evaluations of student learning to make instructional decisions.
- The teacher uses assessment data to profile student learning and communicate information about student progress and achievement.
- The teacher reflects on his or her instruction and student learning in order to improve teaching practice.

### Your Assignment

The TWS contains seven teaching processes identified by research and best practice as fundamental to improving student learning. Each Teaching Process is followed by a TWS Standard, the Task, a Prompt, and a Rubric that defines various levels of performance on the standard. The Standards and Rubrics will be used to evaluate your TWS. The Prompts (or directions) help you document the extent to which you have met each standard.

You are required to teach a comprehensive unit. Before you teach the unit, you will describe contextual factors, identify learning goals based on your national, state or district content standards, create an assessment plan designed to measure student performance before (pre-assessment), during (formative assessment) and after (post-assessment), and plan your instruction. After you teach the unit, you will analyze student learning and then reflect upon and evaluate your teaching as related to student learning.

### Format

- **Ownership.** Complete a cover page that includes (a) your name, (b) date submitted, (c) grade level taught, (d) subject taught.
- **Table of Contents.** Provide a Table of Contents that lists the sections and attachments in your TWS document with page numbers.
- **Charts, graphs and attachments.** Charts, graphs and assessment instruments are required as part of the TWS document. You may also want to provide other attachments, such as student work. However, you should be very selective and make sure your attachments provide clear, concise evidence of your performance related to TWS standards and your students' learning progress.
- **Narrative length.** A suggested page length for your narrative is given at the end of each component section. You have some flexibility of length across components, but the total length of your written narrative (excluding charts, graphs, attachments and references) should range from 18-25 word-processed pages, double-spaced in 12-point font, with 1-inch margins.
- **References and Credits** (not included in total page length). If you referred to another person's ideas or material in your narrative, you should cite these in a separate section at the end of your narrative under References and Credits. You may use any standard form for references; however, the American Psychological Association (APA) style is a recommended format (explained in the manual entitled "Publication Manual of the American Psychological Association").
- **Anonymity.** In order to insure the anonymity of students in your class, do not include any student names, the cooperating teacher's name, the school's name or the community's name in any part of your TWS.

**University of Northern Iowa  
College of Education**

**TEACHER WORK SAMPLE COVER PAGE**

Date Submitted: \_\_\_\_\_

Name \_\_\_\_\_ Student Number \_\_\_\_\_

Permanent Address \_\_\_\_\_

Teaching Major \_\_\_\_\_ Teaching Minor \_\_\_\_\_

Student Teaching Center \_\_\_\_\_ Coordinator \_\_\_\_\_

Student Teaching Placement (School and District) \_\_\_\_\_

TWS Grade Level(s) \_\_\_\_\_ TWS Content Area(s) \_\_\_\_\_

I affirm and testify that all materials included in this teacher work sample were completed by me. I understand that submission of materials identical to those of another teacher education student constitutes academic dishonesty and may lead to dismissal from the teacher education program.

Student \_\_\_\_\_ Date \_\_\_\_\_  
Teacher \_\_\_\_\_  
Signature \_\_\_\_\_

I give my permission for my teacher work sample to be used as an example for the benefit of teacher educators and future student teachers. I understand that my teacher work sample or excerpts from my teacher work sample may be posted on a website, presented at a conference, or appear as part of a written publication.

Student \_\_\_\_\_ Date \_\_\_\_\_  
Teacher \_\_\_\_\_  
Signature \_\_\_\_\_

I can affirm that events described in this teacher work sample represent an accurate and true depiction of the events that took place during the teaching of this unit.

Cooperating \_\_\_\_\_ Date \_\_\_\_\_  
Teacher \_\_\_\_\_  
Signature \_\_\_\_\_

## Teaching Processes Assessed by the Renaissance Teacher Work Sample

<p><b>Teaching Processes, TWS Standards, and Indicators</b></p>
<p><b>Contextual Factors</b>  <i>The teacher uses information about the learning-teaching context and student individual differences to set learning goals and plan instruction and assessment.</i></p> <ul style="list-style-type: none"> <li>§ Knowledge of community, school, and classroom factors</li> <li>§ Knowledge of characteristics of students</li> <li>§ Knowledge of students' skills and prior learning</li> <li>§ Implications for instructional planning and assessment</li> </ul>
<p><b>Learning Goals</b>  <i>The teacher sets significant, challenging, varied and appropriate learning goals.</i></p> <ul style="list-style-type: none"> <li>§ Significance, Challenge and Variety</li> <li>§ Clarity</li> <li>§ Appropriateness for students</li> <li>§ Alignment with national, state or local standards</li> </ul>
<p><b>Assessment Plan</b>  <i>The teacher uses multiple assessment modes and approaches aligned with learning goals to assess student learning before, during, and after instruction.</i></p> <ul style="list-style-type: none"> <li>§ Alignment with learning goals and instruction</li> <li>§ Clarity of criteria for performance</li> <li>§ Multiple modes and approaches</li> <li>§ Technical soundness</li> <li>§ Adaptations based on the individual needs of students</li> <li>§ Rationale for adaptations</li> </ul>
<p><b>Design for Instruction</b>  <i>The teacher designs instruction for specific learning goals, student characteristics and needs, and learning contexts.</i></p> <ul style="list-style-type: none"> <li>§ Alignment with learning goals</li> <li>§ Accurate representation of content</li> <li>§ Lesson and unit structure</li> <li>§ Use of a variety of instruction, activities, assignments and resources</li> <li>§ Use of technology</li> <li>§ Use of contextual information and data to select appropriate and relevant activities, assignments and resources</li> </ul>
<p><b>Instructional Decision-Making</b>  <i>The teacher uses ongoing analysis of student learning to make instructional decisions.</i></p> <ul style="list-style-type: none"> <li>§ Sound professional practice</li> <li>§ Adjustments based on analysis of student learning</li> <li>§ Congruence between modifications and learning goals</li> <li>§ Rationale for modifications</li> </ul>
<p><b>Analysis of Student Learning</b>  <i>The teacher uses assessment data to profile student learning and communicate information about student progress and achievement.</i></p> <ul style="list-style-type: none"> <li>§ Clarity and accuracy of presentation</li> <li>§ Alignment with learning goals</li> <li>§ Interpretation of data</li> <li>§ Evidence of impact on student learning</li> </ul>
<p><b>Reflection and Self-Evaluation</b>  <i>The teacher reflects on his or her instruction and student learning in order to improve teaching practice.</i></p> <ul style="list-style-type: none"> <li>§ Interpretation of student learning</li> <li>§ Insights on effective instruction and assessment</li> <li>§ Insights on Individual Student Learning</li> <li>§ Alignment among goals, instruction and assessment</li> <li>§ Implications for future teaching</li> <li>§ Implications for professional development</li> </ul>

## Contextual Factors

### TWS Standard

*The teacher uses information about the learning-teaching context and student individual differences to set learning goals and plan instruction and assessment.*

### Task

Discuss relevant factors and how they may affect the teaching-learning process. Include any supports and challenges that affect instruction and student learning.

### Prompt

In your discussion, include:

- **Community, district and school factors.** Address geographic location, community and school population, socio-economic profile and race/ethnicity. You might also address such things as stability of community, political climate, community support for education, and other environmental factors.
  - **Classroom factors.** Address physical features, availability of technology equipment and resources and the extent of parental involvement. You might also discuss other relevant factors such as classroom rules and routines, grouping patterns, scheduling and classroom arrangement. Include at least two instructional implications that will influence how you plan and implement your unit.
  - **Student characteristics.** Address student characteristics you must consider as you design instruction and assess learning. Include factors such as age, gender, race/ethnicity, special needs, achievement/ developmental levels, culture, language, interests, or learning styles/modalities. Include at least two instructional implications that will influence how you plan and implement your unit.
  - **Student Skills.** Address student's skills and prior learning that may influence the development of your learning goals, instruction and assessment. Base your discussion on the previous work of at least three individual students in the same or a related subject area as the one you will be teaching. The students' previous work may include student writing, reading, projects, tests, student talk, or your observations of student performance. Include at least two instructional implications that will influence how you plan and implement your unit.
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## Contextual Factors Rubric

**TWS Standard:** *The teacher uses information about the learning/teaching context and student individual differences to set learning goals, plan instruction and assess learning.*

Rating→ Indicator↓	1 Indicator Not Met	2 Indicator Partially Met	3 Indicator Met	Score
Knowledge of Community, School and Classroom Factors	Teacher displays minimal, irrelevant, or biased knowledge of the characteristics of the community, school, and classroom.	Teacher displays some knowledge of the characteristics of the community, school, and classroom that may affect learning.	Teacher displays a comprehensive understanding of the characteristics of the community, school, and classroom that may affect learning.	
Knowledge of Student Characteristics and Varied Approaches to Learning	Teacher displays minimal, stereotypical, or irrelevant knowledge of student differences (e.g., development, interests, culture, abilities/disabilities, learning styles, learning modalities).	Teacher displays general knowledge of student differences (e.g., development, interests, culture, abilities/disabilities, learning styles, learning modalities).	Teacher displays general and specific understanding of student differences (e.g., development, interests, culture, abilities/disabilities, learning styles, learning modalities) that may affect learning.	
Knowledge of Students' Skills and Prior Learning	Teacher displays little or irrelevant knowledge of students' skills and prior learning.	Teacher displays general knowledge of students' skills and prior learning that may affect learning.	Teacher displays general and specific understanding of students' skills and prior learning that may affect learning.	
Implications for Instructional Planning and Assessment	Teacher does not provide implications for instruction and assessment based on student characteristics, student skills, and community, school, and classroom characteristics OR provides inappropriate implications.	Teacher provides general implications for instruction and assessment based on student characteristics, student skills, and community, school, and classroom characteristics.	Teacher provides 6 specific implications for instruction and assessment based on student characteristics (2), student skills (2), and community, school, and classroom characteristics (2).	

## Learning Goals

### TWS Standard

*The teacher sets significant, challenging, varied and appropriate learning goals.*

### Task

Provide and justify the learning goals for the unit.

### Prompt

- **List the learning goals** (not the activities) that will guide the planning, delivery and assessment of your unit. These goals should define what you expect students to know and be able to do at the end of the unit. The goals should be significant (reflect the big ideas or structure of the discipline) challenging, varied and appropriate. Number or code each learning goal so you can reference it later.
  - **Show how the goals are aligned with local, state, or national standards.** (Identify the source of the standards.)
  - **Describe the types and levels of your learning goals.**
  - **Discuss why your learning goals are appropriate in terms of development, pre-requisite knowledge, skills, and other student needs.**
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## Learning Goals Rubric

**TWS Standard:** *The teacher sets significant, challenging, varied and appropriate learning goals.*

Rating→ Indicator↓	1 Indicator Not Met	2 Indicator Partially Met	3 Indicator Met	Score
Significance, Challenge and Variety	Goals reflect only one type or level of learning.	Goals reflect several types or levels of learning but lack significance or challenge.	Goals reflect several types or levels of learning and are significant and challenging.	
Clarity	Goals are not stated clearly and are activities rather than learning outcomes.	Some of the goals are clearly stated as learning outcomes.	Most of the goals are clearly stated as learning outcomes.	
Appropriateness for Students	Goals are not appropriate for the development; pre-requisite knowledge, skills, experiences; or other student needs.	Some goals are appropriate for the development; pre-requisite knowledge, skills, experiences; and other student needs.	Most goals are appropriate for the development; pre-requisite knowledge, skills, experiences; and other student needs.	
Alignment with National, State or Local Standards	Goals are not aligned with national, state, or local standards.	Some goals are aligned with national, state, or local standards.	Most of the goals are explicitly aligned with national, state, or local standards.	

## Assessment Plan

### TWS Standard

*The teacher uses multiple assessment modes and approaches aligned with learning goals to assess student learning before, during and after instruction.*

### Task

Design an assessment plan to monitor student progress toward learning goal(s). Use multiple assessment modes and approaches aligned with learning goals to assess student learning before, during, and after instruction. These assessments should authentically measure student learning and may include performance-based tasks, paper-and-pencil tasks, or personal communication. Describe why your assessments are appropriate for measuring learning.

### Prompt

- **Provide an overview of the assessment plan.** For each learning goal include: assessments used to judge student performance, format of each assessment, and adaptations of the assessments for the individual needs of students based on pre-assessment and/or the contextual factors. The purpose of this overview is to depict the alignment between learning goals and assessments and to show adaptations to meet the individual needs of students or contextual factors. You may use a visual organizer such as a table, outline or other means to make your plan clear.
- **Describe the post-assessments that are aligned with your learning goals.** Clearly explain how you will evaluate or score post-assessments, including criteria you will use to determine if the students' performance meets the learning goals. Include copies of assessments, prompts, and/or student directions and criteria for judging student performance (e.g., scoring rubrics, observation checklist, rating scales, item weights, test blueprint, answer key).
- **Discuss your plan for the pre-assessment and/or formative assessments that will help you determine student progress during the unit.** Describe the assessments you will use to monitor student growth. Comment on the suitability and importance of collecting that particular evidence of student performance. Although formative assessment may change as you are teaching the unit, your task here is to outline a plan for assessing student progress toward learning goals.
- **Explain why the adaptations you have chosen will meet the needs of your students.** Use information about the skills and abilities of your students provided in the Contextual Factors section to justify your decision.

### Types of Assessment and Related Criteria -

In your assessment plan, you should describe your criteria for assessing students. Your criteria are quality indicators that provide the benchmarks for student learning. Different types of assessment require different criteria. Below is a list of example criteria for different types of assessment.

- **Tests, Quizzes, Rubric Scores, and Checklists.** The criteria for achieving the learning goal may include a specified increase in the number of correct responses as compared to a pretest or a specified number of students who are able to attain a targeted level of correct responses.
- **Observations of Student Performance.** The criteria for achieving the learning goal could include specific student behaviors, e.g., their ability to execute specific physical movements, to play particular notes on a musical instrument, to demonstrate particular skills, or to accomplish a specific task.
- **Student Writing.** The criteria may include specific content knowledge or structural characteristics such as organization, development, transitions, mechanics, or other specified features.
- **Student Talking.** The criteria may include the level of participation, specific content knowledge, specific thinking skills, or other indications of student progress towards the learning goals as indicated by student comments.
- **Other Products of Student Work.** Examples of other products of student work would include worksheets, drawings, homework problems, and other types of student work which were not part of a test nor were they an example of written work. Criteria will vary according to the task.
- **Self Assessment.** You may ask students to assess their own learning as a form of assessment (e.g., a KWL chart). Possible criteria would include student comments, written statements, visual indicators, or other indications from students regarding their progress towards the learning goals.

### Example of Assessment Plan Table: Kindergarten

Learning Goals	Assessments	Format of Assessment	Adaptations
<b>Learning Goal 1</b>  <i>Example: The student will link wild animals with their habitats</i>	Pre-Assessment	Checklist: game with animal masks & centers representing habitats (tree, lake, burrow, cave)	Repeat and modify instructions, as needed. Demonstrate and assist with cutting, gluing, etc. Provide model of a mask and model how to move to habitat centers. Keep all activities high-interest and brief.
	Formative Assessment	Animal puppets and habitats (e.g., bird and nest) anecdotal records RE Q & A picture journals.	Provide concrete models and assistance with fine motor tasks, as needed. Provide multiple explanations and model performances. Process writing (i.e., dictations) when needed. Provide verbal cues and plenty of wait time for Q & A.
	Post-Assessment	Checklist: game with animal masks & centers representing habitats	

### Assessment Plan Rubric

**TWS Standard:** *The teacher uses multiple assessment modes and approaches aligned with learning goals to assess student learning before, during, and after instruction.*

Rating→ Indicator↓	1 Indicator Not Met	2 Indicator Partially Met	3 Indicator Met	Score
Alignment with Learning Goals and Instruction	Content and methods of assessment lack congruence with learning goals or lack cognitive complexity.	Some of the learning goals are assessed through the assessment plan, but many are not congruent with learning goals in content and cognitive complexity.	Each of the learning goals is assessed through the assessment plan; assessments are congruent with the learning goals in content and cognitive complexity.	
Clarity of Criterion and Standards for Performance	The assessments contain no clear criteria for measuring student performance relative to the learning goals.	Assessment criteria have been developed, but they are not clear or are not explicitly linked to the learning goals.	Assessment criteria are clear and are explicitly linked to the learning goals.	
Multiple Modes and Approaches	The assessment plan includes only one assessment mode and does not assess students before, during, and after instruction.	The assessment plan includes multiple modes but all are either pencil/paper based (i.e., they are not performance assessments) and/or do not require the integration of knowledge, skills, and reasoning ability.	The assessment plan includes multiple assessment modes (including performance assessments, lab reports, research reports, etc.) and assesses student performance throughout the instructional sequence.	
Technical Soundness	Assessments are not valid; scoring procedures are absent or inaccurate; items or prompts are poorly written; directions and procedures are confusing to students.	Assessments appear to have some validity. Some scoring procedures are explained; some items or prompts are clearly written; some directions and procedures are clear to students.	Assessments appear to be valid; scoring procedures are explained; most items or prompts are clearly written; directions and procedures are clear to students.	
Adaptations Based on the Individual Needs of Students	Teacher does not adapt assessments to meet the individual needs of students or these assessments are inappropriate.	Teacher makes adaptations to assessments that are appropriate to meet the individual needs of some students.	Teacher makes adaptations to assessments that are appropriate to meet the individual needs of most students.	
Rationale for adaptations	No rationale or an inappropriate rationale is provided.	Teacher provides limited rationale for the modifications that is not based on information presented in the Contextual Factors.	Teacher provides a strong rationale for making the modifications that is based on information presented in the Contextual Factors.	

### Design for Instruction

## TWS Standard

*The teacher designs instruction for specific learning goals, student characteristics and needs, and learning contexts.*

### Task

Describe how you will design your unit instruction related to unit goals, students' characteristics and needs, and the specific learning context.

### Prompt

- **Results of pre- and/or formative assessments.** After administering the pre-assessment and/or after teaching one or two lessons, one or more of your initial formative assessments, analyze student performance *relative to the learning goals*. Depict the results of the pre-assessment in a format that allows you to find patterns of student performance relative to each learning goal. You may use a table, graph, or chart. Describe the pattern you find that will guide your instruction or modification of the learning goals.
  - **Unit overview.** Provide an overview of your unit. Use a visual organizer such as a block plan or outline to make your unit plan clear. Include the topic or activity you are planning for each day/period. Also indicate the goal or goals (coded from your Learning Goals section) that you are addressing in each activity. Make sure that every goal is addressed by at least one activity and that every activity relates to at least one goal.
  - **Activities.** Describe at least three unit activities that reflect a variety of instructional strategies/techniques and explain why you are planning those specific activities. In your explanation for each activity, include:
    - how the content related to your instructional(s),
    - how the activity stems from your pre-assessment information and contextual factors,
    - what materials/technology you will need to implement the activity, and
    - how you plan to assess student learning during and/or following the activity (i.e., formative assessment).
  - **Technology.** Describe how you will use technology in your planning and/or instruction. If you do not plan to use any form of technology, provide a clear rationale for its omission.
  - **Contextual Factors.** Describe how you addressed the contextual factors in your planning and/or instruction. Explain how your instructional design addresses classroom factors, student characteristics, and/or student skills. Indicate how your instructional design will address the individual needs of the students you described in the Contextual Factors. If you will not be addressing any individual needs of students in your instructional design, provide a clear rationale to justify your decision.
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## Design for Instruction Rubric

**TWS Standard: *The teacher designs instruction for specific learning goals, student characteristics and needs, and learning outcomes.***

Rating→ Indicator↓	1 Indicator Not Met	2 Indicator Partially Met	3 Indicator Met	Score
Alignment with Learning Goals	Few lessons are explicitly linked to learning goals. Few learning activities, assignments and resources are aligned with learning goals. Not all learning goals are covered in the design.	Most lessons are explicitly linked to learning goals. Most learning activities, assignments and resources are aligned with learning goals. Most learning goals are covered in the design.	All lessons are explicitly linked to learning goals. All learning activities, assignments and resources are aligned with learning goals. All learning goals are covered in the design.	
Accurate Representation of Content	Teacher's use of content appears to contain numerous inaccuracies. Content seems to be viewed more as isolated skills and facts rather than as part of a larger conceptual structure.	Teacher's use of content appears to be mostly accurate. Shows some awareness of the big ideas or structure of the discipline.	Teacher's use of content appears to be accurate. Focus of the content is congruent with the big ideas or structure of the discipline.	
Lesson and Unit Structure	The lessons within the unit are not logically organized (e.g., sequenced).	The lessons within the unit have some logical organization and appear to be somewhat useful in moving students toward achieving the learning goals.	All lessons within the unit are logically organized and appear to be useful in moving students toward achieving the learning goals.	
Use of a Variety of Instruction, Activities, Assignments and Resources	Little variety in instruction, activities, assignments, and resources. Heavy reliance on textbook or single resource (e.g., work sheets).	Some variety in instruction, activities, assignments or resources but with limited contribution to learning.	Significant variety across instruction, activities, assignments, and/or resources. This variety makes a clear contribution to learning.	
Use of Technology	Technology is inappropriately used OR teacher does not use technology, and no (or inappropriate) rationale is provided.	Teacher uses technology, but it does not make a significant contribution to teaching OR teacher provides limited rationale for not using technology.	Teacher integrates appropriate technology that makes a significant contribution to teaching or learning Or provides a strong rationale for not using technology.	
Use of Contextual Information and Data to Select Appropriate and Relevant Activities, Assignments and Resources	Instruction has not been designed with reference to contextual factors and pre-assessment data. Activities and assignments do not appear productive and appropriate for each student.	Some instruction has been designed with reference to contextual factors and pre-assessment data. Some activities and assignments appear productive and appropriate for each student.	Most instruction has been designed with reference to contextual factors and pre-assessment data. Most activities and assignments appear productive and appropriate for each student.	

## Instructional Decision-Making

### TWS Standard

*The teacher uses on-going analysis of student learning to make instructional decisions.*

### Task

Provide two examples of instructional decision-making based on students' learning or responses.

### Prompt

- Think of a time during your unit when you used formative assessment (e.g., observing students, listening to what they say, student writing, quizzes or a test), to modify your teaching. You may describe the learning of a single individual, a small group, or the whole class.
  - Describe the types of formative assessments you used to evaluate student learning and cite specific evidence or examples of student performance to support your evaluation.
  - Describe the modifications you made in your teaching based on your assessment of student learning. These modifications may have occurred immediately or at a later time. Explain why you thought they would improve student progress toward the learning goal based on an informed analysis of student learning/ performance, best practice, or contextual factors.
  - Describe whether or not the modifications were successful and cite evidence or give examples to support your assertion.
  
- Now, think of one more time during your unit when you used formative assessment (e.g., observing students, listening to what they say, student writing, quizzes or a test), to modify your teaching. You may describe the learning of a single individual, a small group, or the whole class.
  - Describe the types of formative assessments you used to evaluate student learning and cite specific evidence or examples of student performance to support your evaluation.
  - Describe the modifications you made in your teaching based on your assessment of student learning. These modifications may have occurred immediately or at a later time. Explain why you thought they would improve student progress toward the learning goal based on an informed analysis of student learning/ performance, best practice, or contextual factors. Describe whether or not the modifications were successful and cite evidence or give examples to support your assertion.

## Instructional Decision-Making Rubric

**TWS Standard:** *The teacher uses on-going analysis of student learning to make instructional decisions.*

Rating→ Indicator↓	1 Indicator Not Met	2 Indicator Partially Met	3 Indicator Met	Score
Sound Professional Practice	Many instructional decisions are inappropriate and not pedagogically sound.	Instructional decisions are mostly appropriate, but some decisions are not pedagogically sound.	Most instructional decisions are pedagogically sound (i.e., they are likely to lead to student learning).	
Modifications Based on Analysis of Student Learning	Teacher treats class as “one plan fits all” with no modifications.	Some modifications of the instructional plan are made to address individual student needs, but these are not based on the analysis of student learning, best practice, or contextual factors.	Appropriate modifications of the instructional plan are made to address individual student needs. These modifications are informed by analysis of student learning/ performance, best practice, or contextual factors. Include explanation of why the modification would improve student progress.	
Congruence Between Modifications and Learning Goals	Modifications in instruction lack congruence with learning goals.	Modifications in instruction are somewhat congruent with learning goals.	Modifications in instruction are congruent with learning goals.	
Rationale for the modifications	No rationale or an inappropriate rationale is provided.	Teacher provides limited rationale for the modifications.	Teacher provides a strong rationale for making the modifications.	

## Analysis of Student Learning

### TWS

*The teacher uses assessment data to profile student learning and communicate information about student progress and achievement.*

### Task

Analyze your assessment data, including pre/post assessments and formative assessments to determine students' progress related to the unit learning goals. Use visual representations and narrative to communicate the performance of the whole class and two individual students. Conclusions drawn from this analysis should be provided in the "Reflection and Self-Evaluation" section.

### Prompt

- **Whole class.** Analyze the progress of the whole class towards meeting each of the learning goals. For each learning goal, state to what degree your students achieved the learning goal, explain the criteria that determined whether or not students were successful, and include specific evidence that supports your statements. Examples of evidence and criteria are explained below.

### Evidence and Criteria

**Tests, Quizzes, Rubric Scores, Checklists.** Create a table that shows pre- and post-assessment data on every student on every learning goal. Then, create a graphic summary that shows the extent to which your students made progress (from pre- to post-) toward the learning criterion that you identified for each learning goal (identified in your Assessment Plan section). Summarize what the graph tells you about your students' learning in this unit (i.e., the number of students who met the criterion).

**Observations of Student Performance.** Use your observations to show how your students either met or did not meet the learning goals according to the criteria you described in your assessment plan. Your evidence will consist of detailed descriptions of specific student behaviors, e.g., playing particular notes on a musical instrument, demonstrating particular skills, or accomplishing a specific task.

**Student Writing.** Include comments concerning your observations of student writing related to the criteria described in the assessment plan. Evidence would consist of specific examples of student writing to illustrate your description of the progress made towards the learning goals.

**Student Talking.** Include student comments made during class. The evidence will consist of specific student quotes that illustrate their knowledge of the content, illustrate specific thinking skills, or in some way indicate their progress towards the learning goals.

**Other Products of Student Work.** Include comments concerning your observations of other products of student work (worksheets, drawings, homework problems, or other types of student work not included in the previous categories). The evidence will consist of specific examples or descriptions.

**Self Assessment.** Include student comments regarding their own learning. Evidence would consist of quoted student comments, written statements, visual indicators, or other indications from students regarding their progress towards the learning goals.

- **Individuals.** Select two of the students you described in the Contextual Factors. Explain why it is important to understand the learning of these particular students. Explain to what extent these students were able to achieve the learning goals according to the criteria you established, and provide specific evidence to support your claims. Graphic representations or visual summaries are not necessary for this subsection.

*Note: You will provide possible reasons for why your students learned (or did not learn) in the next section, "Reflection and Self-Evaluation."*

**Analysis of Student Learning  
Rubric**

**TWS Standard:** *The teacher uses assessment data to profile student learning and communicate information about student progress and achievement.*

<b>Rating→ Indicator↓</b>	<b>1 Indicator Not Met</b>	<b>2 Indicator Partially Met</b>	<b>3 Indicator Met</b>	<b>Score</b>
Clarity and Accuracy of Presentation	Presentation is not clear and accurate; it does not accurately reflect the data.	Presentation is understandable and contains few errors.	Presentation is easy to understand and contains no errors or representation.	
Alignment with Learning Goals	Analysis of student learning is not aligned with learning goals.	Analysis of student learning is partially aligned with learning goals and/or fails to provide a comprehensive profile of student learning relative to the goals for the whole class and two individuals.	Analysis is fully aligned with learning goals and provides a comprehensive profile of student learning for the whole class and two individuals.	
Interpretation of Data	Interpretation is inaccurate, and conclusions are missing or unsupported by data.	Interpretation is technically accurate, but conclusions are missing or not fully supported by data.	Interpretation is meaningful, and appropriate conclusions are drawn for the data.	
Evidence of Impact on Student Learning	Analysis of student learning fails to include evidence of impact on student learning in terms of numbers of students who achieved and made progress toward learning goals.	Analysis of student learning includes incomplete evidence of the impact on student learning in terms of numbers of students who achieved and made progress toward learning goals.	Analysis of student learning includes evidence of the impact on student learning in terms of numbers of students who achieved and made progress toward each learning goal.	

## Reflection and Self-Evaluation

### TWS Standard

*The teacher analyzes the relationship between his or her instruction and student learning in order to improve teaching practice.*

### Task

Reflect on your performance as a teacher and link your performance to student learning results. Evaluate your performance and identify future actions for improved practice and professional growth.

### Prompt

- Select the learning goal where your students were most successful. Provide two or more possible reasons for this success. Consider your goals, instruction, and assessment along with student characteristics and other contextual factors under your control.
  - Select the learning goal where your students were least successful. Provide two or more possible reasons for this lack of success. Consider your goals, instruction, and assessment along with student characteristics and other contextual factors under your control. Discuss what you could do differently or better in the future to improve your students' performance.
  - Describe to what degree the adaptations you described in your assessment plan were effective in helping individual students achieve the learning goals.
  - **Reflection on possibilities for professional development.** Describe at least two professional learning goals that emerged from your insights and experiences with the TWS. Identify two specific steps you will take to improve your performance in the critical area(s) you identified.
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## Reflection and Self-Evaluation Rubric

**TWS Standard:** *The teacher analyzes the relationship between his/her instruction and student learning in order to improve teaching practice.*

Rating→ Indicator↓	1 Indicator Not Met	2 Indicator Partially Met	3 Indicator Met	Score
Interpretation of Student Learning	No evidence or reasons provided to support conclusions drawn in “Analysis of Student Learning” section.	Provides evidence but no (or simplistic, superficial) reasons or hypotheses to support conclusions drawn in “Analysis of Student Learning” section.	Uses evidence to support conclusions drawn in “Analysis of Student Learning” section. Explores multiple hypotheses for why some student did not meet learning goals.	
Insights on Effective Instruction and Assessment	Provides no rationale for why some activities or assessments were more successful than others.	Identifies successful and unsuccessful activities or assessments and superficially explores reasons for their success or lack thereof (no use of theory or research).	Identifies successful and unsuccessful activities and assessments and provides plausible reasons (based on theory or research) for the success or lack thereof.	
Insights on Individual Student Learning	Provides few or no insights regarding why some adaptations were or were not effective for individual learners.	Identifies successful and unsuccessful adaptations for individual learners and superficially explores reasons for their success or lack thereof.	Identifies successful and unsuccessful adaptations for individual learners and provides plausible reasons for the success or lack thereof.	
Alignment Among Goals, Instruction and Assessment	Does not connect learning goals, instruction, and assessment results in the discussion of student learning and effective instruction and/or the connections are irrelevant or inaccurate.	Connects learning goals, instruction, and assessment results in the discussion of student learning and effective instruction, but misunderstandings or conceptual gaps are present.	Logically connects learning goals, instruction, and assessment results in discussion of student learning and effective instruction.	
Implications for Future Teaching	Provides no ideas or inappropriate ideas for redesigning learning goals, instruction, and assessment.	Provides ideas for redesigning learning goals, instruction, and assessment but offers no rationale for why these changes would improve student learning.	Provides ideas for redesigning learning goals, instruction, and assessment and explains why these modifications would improve student learning.	
Implications for Professional Development	Provides no professional learning goals or goals that are not related to the insights and experiences described in this section.	Presents professional learning goals that are not strongly related to the insights and experiences described in this section and/or provides a vague plan for meeting the goals.	Presents a small number of professional learning goals that clearly emerge from the insights and experiences described in this section. Describes specific steps to meet these goals.	

## Written Communication

**TWS Standard:** *The teacher uses effective written communication skills.*

Rating→ Indicator↓	1 Indicator Not Met ( 1 point )	2 Indicator Partially Met ( 2 points )	3 Indicator Met ( 3 points )	Score
Organizes Written Communications Following Prescribed Format	The Teacher Work Sample is arranged out of order, with incomplete or missing sections, and is generally disorganized. The TWS may be too short or excessively long.	The Teacher Work Sample is fairly well organized, but some sections are out of order, incomplete, or missing. There may be an excessive number of pages.	The Teacher Work Sample follows the prescribed format and is generally well organized. All sections are complete and in proper order. The number of pages falls within the recommended guidelines.	
Uses Conventions of Writing	There are numerous grammar, punctuation, word usage, and spelling errors that distract from the reading.	There are a few grammar, punctuation, word usage, or spelling errors that mildly distract from the reading.	Conventions of writing are used accurately and appropriately. Grammar, punctuation, word usage, and/or spelling errors do not distract from the reading.	
Writes Effectively with Clarity	The writing is unclear, difficult to understand or distracting to the reader. It contains awkward sentence constructions or run-on sentences, excessive and repetitive verbiage, or is lacking in transitions or continuity,	Most but not all of the writing is clear, understandable, and does not distract the reader. It may contain a few awkward sentence constructions, run-on sentences and some excess verbiage, or be lacking in a few transitions or some continuity.	Writing is clear and understandable; ideas are presented in a convincing manner. The sentences are well constructed and well ordered with appropriate transitions, and the diction is precise and concise.	

	<b>Iowa Teaching Standard 1</b>	<b>Iowa Teacher Standard 2</b>	<b>Iowa Teacher Standard 3</b>	<b>Iowa Teacher Standard 4</b>
<b>ADMINISTRATOR STANDARDS FOR TEACHER EVALUATION</b>	Demonstrates ability to <b>enhance academic performance and support for implementation of the school district achievement goals.</b>	Demonstrates <b>competence in content knowledge</b> appropriate to the teaching position.	Demonstrates <b>competence in planning and preparing for instruction.</b>	Uses <b>strategies to deliver instruction</b> that meets the multiple learning needs of students.
<b>Teacher Work Sample</b>	<p><b><u>Learning Goals:</u></b> The teacher sets significant, challenging, varied, and appropriate learning goals.</p> <p><b><u>Analysis of Student Learning</u></b> The teacher uses assessment data to profile student learning and communicate information about student progress and achievement.</p>	<p><b><u>Learning Goals:</u></b> The teacher sets significant, challenging, varied, and appropriate learning goals.</p> <p><b><u>Design for Instruction:</u></b> The teacher designs instruction for specific learning goals, student characteristics and needs, and learning contexts.</p>	<p><b><u>Contextual Factors:</u></b> The teacher uses information about the learning-teaching context and student individual differences to set learning goals and plan instruction and assessment.</p> <p><b><u>Design for Instruction:</u></b> The teacher designs instruction for specific learning goals, student characteristics and needs, and learning contexts.</p>	<p><b><u>Design for Instruction:</u></b> The teacher designs instruction for specific learning goals, student characteristics and needs, and learning contexts.</p> <p><b><u>Instructional Decision-Making:</u></b> The teacher uses ongoing analysis of student learning to make instructional decisions.</p>

	<b>Iowa Teaching Standard 5</b>	<b>Iowa Teacher Standard 6</b>	<b>Iowa Teacher Standard 7</b>	<b>Iowa Teacher Standard 8</b>
<b>ADMINISTRATOR STANDARDS FOR TEACHER EVALUATION</b>	Uses a variety of methods to monitor student learning.	Demonstrates competences in classroom management.	Engages in professional growth.	Fulfills professional responsibilities established by the school district.
<b>Teacher Work Sample</b>	<p><b><u>Assessment Plan:</u></b> The teacher uses multiple assessment methods and approaches aligned with learning goals to assess student learning before, during, and after instruction.</p>	<p><b><u>Design for Instruction:</u></b> The teacher designs instruction for specific learning goals, student characteristics and needs, and learning contexts.</p> <p><b><u>Contextual Factors:</u></b> The teacher uses information about the learning-teaching context and student individual differences to set learning goals and plan instruction and assessment.</p>	<p><b><u>Self-Evaluation and Reflection:</u></b> The teacher reflects on his/her instruction and student learning in order to improve teaching practice.</p>	