COLORADO MESA UNIVERSITY

Semester _____ Year _____

PLEASE CHECK
(√ one box only)
Midterm ☐
Final ☐

Candidate Name (Please Print) _____

Level: *Elem* ☐ *Sec* ☐ *K-12* ☐

Intern Evaluation Form Based on Colorado Teacher Quality Standards

Rating Scale

1 = Emerging
2 = Basic
3 = Partially Proficient
4 = Proficient

NOTE: Colorado teachers may also be rated as "Accomplished" or "Exemplary," but those rating labels have been omitted in this form as they are not applicable to interns.

Observation Key:

☐ Professional Practice is ***Observable*** during a classroom observation.
☐ * Professional Practice is Not Observable during a classroom observation.

Student Rating Summary: (Use the numbers from the rating scale above.)

Quality Standard I	Mid-Term	Final	Quality Standard III	Mid-Term	Final
1A			3A		
1B			3B		
1B – Only Elementary Literacy			3C		
1B – Only Secondary Literacy			3D		
1C			3E		
1C – Sec. Math & Elementary			3F		
1D			3G		
1E			3H		
1F			**Average**		
Average					
			Quality Standard IV		
			4A		
Quality Standard II			4B		
2A			4C		
2B			**Average**		
2C					
2D			**Quality Standard V**		
2E			5A		
2F			5D		
Average			**Average**		

Signatures

Mentor: (print name)_____ (signature) _____ (date)_____

Supervisor: (print name) _____ (signature) _____ (date)_____

Intern: (print name)_____ (signature) _____ (date)_____

QUALITY STANDARD I

Teacher demonstrate mastery of and pedagogical expertise in the content they teach. The elementary teacher is an expert in literacy and mathematics and is knowledgeable in all other content that he or she teaches (e.g., science, social studies, arts, physical education, or world languages). The secondary teacher has knowledge of literacy and mathematics and is an expert in his or her content endorsement area(s).

Basic	Partially Proficient	Proficient (Meets State Standard)	Evidence/Notes
ELEMENT A: Interns provide instruction that is aligned with the Colorado Academic Standards; their district's organized plan of instruction; and the individual needs of their students.			
THE INTERN *uses lesson plans that reflect:* ☐ *Opportunities to review prior learning.* ☐ *Instructional objectives appropriate for students.* ☐ *Connections to specific learning objectives and approved curriculum.*	. . . and **THE INTERN** *implements lesson plans based on:* ☐ *Student needs.* ☐ *Colorado Academic Standards.* ☐ *District's plan of instruction.*	. . . and **THE INTERN:** ☐ * Collaborates with other school staff to vertically and horizontally align, articulate and deliver the approved curriculum.	_____ _____ _____ _____ _____ _____
ELEMENT B: Interns demonstrate knowledge of student literacy development in reading, writing, speaking and listening.			
This section describes professional practices that should be demonstrated by ALL INTERNS, regardless of grade level or subject taught.			
THE INTERN: ☐ *Demonstrates an understanding of literacy content and skills.*	. . . and **THE INTERN** *makes complex reading accessible to students by:* ☐ *Adjusting content to students' skill levels.* ☐ *Integrating literacy skills and knowledge into lessons.* ☐ *Providing relevant content that addresses students' interests.*	. . . and **THE INTERN** *provides instructional support that enhances students':* ☐ *Critical thinking and reasoning.* ☐ *Information literacy.* ☐ *Literacy skill development.*	_____ _____ _____ _____ _____ _____ _____
ELEMENT B: Interns demonstrate knowledge of student literacy development in reading, writing, speaking and listening.			
This section describes professional practices that should be demonstrated by **ELEMENTARY INTERNS** responsible for teaching language arts and/or reading.			
THE INTERN: ☐ *Integrates literacy connections into lessons regardless of content being taught.*	. . . and **THE INTERN** *integrates literacy skills into lessons and assignments, including:* ☐ *Phonological awareness.* ☐ *Phonics.* ☐ *Vocabulary.* ☐ *Comprehension.* ☐ *Fluency.* ☐ *Writing.* ☐ *Speaking.* ☐ *Listening skills.* *Engages students in instruction that is:* ☐ *Purposeful.* ☐ *Explicit.* ☐ *Systematic.*	. . . and **THE INTERN** *provides literacy instruction that is:* ☐ *Needs-based.* ☐ *Intensive.* ☐ *Of sufficient duration to accelerate learning.*	_____ _____ _____ _____ _____ _____ _____ _____ _____ _____ _____

QUALITY STANDARD I

Teacher demonstrate mastery of and pedagogical expertise in the content they teach. The elementary teacher is an expert in literacy and mathematics and is knowledgeable in all other content that he or she teaches (e.g., science, social studies, arts, physical education, or world languages). The secondary teacher has knowledge of literacy and mathematics and is an expert in his or her content endorsement area(s).

Basic	Partially Proficient	Proficient (Meets State Standard)	Evidence/Notes
ELEMENT B: Interns demonstrate knowledge of student literacy development in reading, writing, speaking and listening.			
This section describes professional practices that should be demonstrated by **SECONDARY INTERNS** responsible for teaching English, language arts and/or reading.			
THE INTERN: ☐ ***Teaches and provides opportunities for students to apply literacy skills.***	. . . and **THE INTERN** ***integrates literacy skills into lessons, including:*** ☐ ***Vocabulary.*** ☐ ***Comprehension.*** ☐ ***Fluency.*** ☐ ***Writing.*** ☐ ***Speaking.*** ☐ ***Listening skills.*** ***Engages students in instruction that is:*** ☐ ***Purposeful.*** ☐ ***Explicit.*** ☐ ***Systematic.***	. . . and **THE INTERN** ***provides literacy instruction that is:*** ☐ ***Needs-based.*** ☐ ***Intensive.*** ☐ ***Of sufficient duration to accelerate learning.***	_____ _____ _____ _____ _____ _____ _____ _____ _____ _____
ELEMENT C: Interns demonstrate knowledge of mathematics and understand how to promote student development in numbers and operations, algebra, geometry and measurement and data analysis and probability.			
This section describes professional practices that should be demonstrated by **ALL INTERNS**, regardless of grade level or subject taught.			
THE INTERN: ☐ ***Encourages students to make math connections across content.***	. . . and **THE INTERN:** ☐ ***Emphasizes to students why they need to learn math content and skills.*** ☐ ***Uses instructional strategies that require students to apply and transfer mathematical knowledge to different content areas.***	. . . and **THE INTERN:** ☐ ***Emphasizes interdisciplinary connections to math.***	_____ _____ _____ _____ _____ _____ _____ _____ _____ _____

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Basic	Partially Proficient	Proficient (Meets State Standard)	Evidence/Notes
ELEMENT C: Interns demonstrate knowledge of mathematics and understand how to promote student development in numbers and operations, algebra, geometry and measurement and data analysis and probability.			
This section describes professional practices that should be demonstrated by Interns responsible for teaching math.			
THE INTERN *focuses math instruction beyond:* ☐ *Recall of facts.* ☐ *Development of computational skills.* ☐ *Math as a series of rote procedures.* *Models:* ☐ *Appropriate mathematical communication.* ☐ *A variety of mathematical practices.*	. . . and **THE INTERN** *presents concepts:* ☐ *In sequence.* ☐ *In a manner appropriate to students' age and grade.* ☐ *Helps students understand mathematics as a discipline.* ☐ *Provides a balance of teaching for conceptual understanding and teaching for procedural fluency.* ☐ *Models mathematical thinking.*	. . . and **THE INTERN** *establishes an effective mathematics environment by:* ☐ *Challenging students to think deeply about the problems.* ☐ *Requiring students to explain their solutions.* ☐ *Posing questions that stimulate students' curiosity and encourage them to investigate further.* ☐ *Actively engaging students in doing math.* ☐ *Using real-world examples for problems whenever possible.*	_____ _____ _____ _____ _____ _____ _____ _____ _____ _____ _____ _____ _____ _____ _____
ELEMENT D: Interns demonstrate knowledge of the content, central concepts, tools of inquiry, appropriate evidence-based instructional practices and specialized character of the disciplines being taught.			
THE INTERN: ☐ *Breaks down concepts into instructional parts and teaches each part using appropriate, effective strategies and/or tools.* ☐ *Uses instructional materials that are accurate and appropriate for the lesson being taught.* ☐ *Employs a variety of instructional strategies to address student needs.*	. . . and **THE INTERN** *provides explanations of content that are:* ☐ *Accurate.* ☐ *Clear.* ☐ *Concise.* ☐ *Comprehensive.*	. . . and **THE INTERN** *engages students in:* ☐ *A variety of explanations and multiple representations of concepts and ideas.* ☐ *A variety of inquiry methods to explore new ideas and theories.*	_____ _____ _____ _____ _____ _____ _____ _____ _____ _____

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Basic	Partially Proficient	Proficient (Meets State Standard)	Evidence/Notes
ELEMENT E: Interns develop lessons that reflect the interconnectedness of content areas/disciplines.			
THE INTERN: ☐ ***Emphasizes key concepts and connects them to other powerful ideas within the content area.*** ☐ ***Connects lessons to other disciplines and/or content areas.***	. . . and **THE INTERN** ***implements instructional strategies to ensure that instruction:*** ☐ ***Articulates content and interdisciplinary connections.*** ☐ ***Integrates literacy skills across content areas.***	. . . and **THE INTERN:** ☐ ***Clarifies and elaborates on interdisciplinary connections for students.*** ☐ ***Employs instructional strategies that include literacy, numeracy and language development across content areas.***	_____ _____ _____ _____ _____ _____ _____ _____ _____ _____

ELEMENT F: Interns make instruction and content relevant to students and take actions to connect students' background and contextual knowledge with new information being taught.			
THE INTERN ***selects instructional materials and strategies based on their:*** ☐ ***Relevance to students.*** ☐ ***Central contexts.*** ☐ ***Foundational evidence base.*** ☐ ***Links lessons to students' prior knowledge.*** ☐ ***Encourages and provides opportunities for students to make connections to prior learning.***	. . . and **THE INTERN** ***delivers lessons and units and uses instructional strategies that:*** ☐ ***Help students connect to their learning by linking the current lesson with prior knowledge, experiences, and/or cultural contexts.*** ☐ ***Provide supports that facilitate engagement.***	. . . and **THE INTERN:** ☐ ***Delivers lessons and uses materials to ensure that students' backgrounds and contextual knowledge are considered.*** ☐ ***Provides opportunities for students to self-select tasks that accelerate their learning.***	_____ _____ _____ _____ _____ _____ _____ _____ _____ _____ _____ _____

QUALITY STANDARD II

Teachers establish a safe, inclusive and respectful learning environment for a diverse population of students.

Basic	Partially Proficient	Proficient (Meets State Standard)	Evidence/Notes
ELEMENT A: Interns foster a predictable learning environment in the classroom in which each student has a positive, nurturing relationship with caring adults and peers.			
THE INTERN *creates a classroom environment that facilitates:* ☐ *Mutual respect.* ☐ *Positive relationships between and among students.* ☐ *Empathy for each student.*	. . . and **THE INTERN:** ☐ *Creates a classroom environment conducive to learning.*	. . . and **THE INTERN:** ☐ *Creates a classroom environment which values diverse perspectives.* ☐ *Establishes a nurturing and caring relationship with each student.*	_____ _____ _____ _____ _____ _____ _____ _____
ELEMENT B: Interns demonstrate a commitment to and respect for diversity, while working toward common goals as a community and as a country.			
THE INTERN: ☐ *Creates a classroom environment in which diversity is used to further student learning.*	. . . and **THE INTERN:** ☐ *Uses instructional approaches and materials that reflect diverse backgrounds and experiences.* ☐ *Acknowledges the value of each student's contributions to the quality of lessons.* ☐ *Is welcoming to diverse family structures.*	. . . and **THE INTERN** *establishes processes that result in:* ☐ *A sense of community among students.* ☐ *Effective interactions among students.* ☐ *Respect for individual differences.* ☐ *Positive social relationships.* ☐ *Common goals for all students.*	_____ _____ _____ _____ _____ _____ _____ _____ _____ _____ _____

QUALITY STANDARD II

Teachers establish a safe, inclusive and respectful learning environment for a diverse population of students.

Basic	Partially Proficient	Proficient (Meets State Standard)	Evidence/Notes
ELEMENT C: Interns engage students as individuals with unique interests and strengths.			
THE INTERN: ☐ ***Implements lessons that reflect student interests.***	. . . and **THE INTERN:** ☐ ***Encourages students to expand and enhance their learning.*** ☐ ***Acknowledges students for their accomplishments.***	. . . and **THE INTERN:** ☐ ***Asks appropriately challenging questions of all students.*** ☐ ***Scaffolds questions.*** ☐ ***Gives wait time equitably.*** ☐ ***Ensures that all students participate in class activities.***	_____ _____ _____ _____ _____ _____ _____ _____ _____
ELEMENT D: Interns adapt their teaching for the benefit of all students, including those with special needs, across a range of ability levels.			
THE INTERN: ☐ ***Adapts learning environment to address individual student needs.***	. . . and **THE INTERN:** ☐ *Designs instruction to address learning needs of all students. ☐ ***Monitors the quality of student participation and performance.*** ☐ ***Implements recommendations of specialists and colleagues to address student needs.***	. . . and **THE INTERN:** ☐ *Solicits additional input from colleagues to better understand students' learning needs. ☐ ***Challenges and supports students to learn to their greatest ability.***	_____ _____ _____ _____ _____ _____ _____ _____ _____

QUALITY STANDARD II

Teachers establish a safe, inclusive and respectful learning environment for a diverse population of students.

Basic	Partially Proficient	Proficient (Meets State Standard)	Evidence/Notes
ELEMENT E: Interns provide proactive, clear and constructive feedback to families about student progress and work collaboratively with the families and significant adults in the lives of their students.			
THE INTERN: ☐ ***Establishes a classroom environment that is inviting to families and significant adults.***	. . . and **THE INTERN:** ☐ ***Maintains respectful relationships with students, their families, and/or significant adults.*** ☐ *Participates with mentor in communicating with families and significant adults.	. . . and **THE INTERN:** ☐ *Provides clear and accurate feedback to parents and significant adults regarding student needs and progress.	_____ _____ _____ _____ _____ _____ _____ _____ _____ _____
ELEMENT F: Interns create a learning environment characterized by acceptable student behavior, efficient use of time and appropriate intervention strategies.			
THE INTERN: ☐ ***Provides clear expectations to guide student classroom behavior.*** ☐ ***Holds students accountable for adherence to school and/or class rules.***	. . . and **THE INTERN:** ☐ ***Puts procedures in place to maximize instructional time.***	. . . and **THE INTERN:** ☐ ***Makes maximum use of instructional time.*** ☐ ***Maintains a safe and orderly environment.***	_____ _____ _____ _____ _____ _____ _____ _____

QUALITY STANDARD III

Teachers plan and deliver effective instruction and create an environment that facilitates learning for their students.

Basic	Partially Proficient	Proficient (Meets State Standard)	Evidence/Notes
ELEMENT A: Interns demonstrate knowledge of current developmental science, the ways in which learning takes place and the appropriate levels of intellectual, social and emotional development of their students.			
THE INTERN: ☐ ***Modifies content to assure that students are able to work at their ability levels.***	. . . and **THE INTERN:** ☐ *Studies recent/current research to expand personal knowledge of how students learn. ☐ ***Builds on the interrelatedness of students' intellectual, social and emotional development.***	. . . and **THE INTERN:** ☐ * Collaborates with colleagues with expertise in developmental science to improve the quality of instruction. ☐ ***Applies knowledge of current developmental science to address student needs.***	_____ _____ _____ _____ _____ _____ _____ _____ _____ _____
ELEMENT B: Interns plan and consistently deliver instruction that draws on results of student assessments, is aligned to academic standards and advances students' level of content knowledge and skills.			
THE INTERN: ☐ *Uses assessment results to guide adjustments to instruction. ☐ ***Has specific student outcomes in mind for each lesson.***	. . . and **THE INTERN:** ☐ ***Aligns instruction with academic standards and student assessment results.*** ☐ ***Monitors instruction against student performance and makes real-time adjustments.*** ☐ ***Assesses required skills.***	. . . and **THE INTERN:** ☐ ***Encourages students to take academic risks.*** ☐ ***Makes sure students meet learning objectives while increasing mastery levels.***	_____ _____ _____ _____ _____ _____ _____ _____ _____ _____
ELEMENT C: Interns demonstrate a rich knowledge of current research on effective instructional practices to meet the developmental and academic needs of their students.			
THE INTERN: ☐ ***Incorporates evidence-based strategies into lessons.***	. . . and **THE INTERN:** ☐ * Makes connections between student data and research-based practices.	. . . and **THE INTERN:** ☐ ***Individualizes instructional approach to meet unique needs of each student.***	_____ _____ _____ _____ _____

QUALITY STANDARD III

Teachers plan and deliver effective instruction and create an environment that facilitates learning for their students.

Basic	Partially Proficient	Proficient (Meets State Standard)	Evidence/Notes
ELEMENT D: Interns thoughtfully integrate and utilize appropriate available technology in their instruction to maximize student learning.			
THE INTERN: ☐ *Uses available technology to facilitate classroom instruction.*	. . . and **THE INTERN:** ☐ *Employs strategies and procedures to ensure that students have equitable access to available technology.* ☐ *Monitors the use of available technology in the classroom.*	. . . and **THE INTERN** *uses available technology to:* ☐ *Enhance student learning.* ☐ *Develop students' knowledge and skills.* ☐ *Enhance creative and innovative skills.* ☐ *Provide engaging and motivating learning experiences.*	_____ _____ _____ _____ _____ _____ _____ _____ _____
ELEMENT E: Interns establish and communicate high expectations for all students and plan instruction that helps students develop critical-thinking and problem solving skills.			
THE INTERN: ☐ *Has high expectations for all students.* ☐ *Holds students accountable for their learning.*	. . . and **THE INTERN:** ☐ *Sets student expectations at a level that challenges students.* ☐ *Incorporates critical thinking and problem-solving skills.*	. . . and **THE INTERN:** ☐ *Challenges all students to learn to their greatest ability.* ☐ *Teaches higher- order thinking and problem-solving skills.* ☐ *Ensures that students perform at levels meeting or exceeding expectations.*	_____ _____ _____ _____ _____ _____ _____ _____
ELEMENT F: Interns provide students with opportunities to work in teams and develop leadership qualities.			
THE INTERN: ☐ *Includes all students in individual and group activities.*	. . . and **THE INTERN** *plans lessons that:* ☐ *Provide opportunities for students to participate using various roles and modes of communication.*	. . . and **THE INTERN:** ☐ *Flexibly groups students.* ☐ *Adjusts team composition based on learning objectives and student needs.* ☐ *Varies group size, composition and tasks to create opportunities for students to learn from each other.*	_____ _____ _____ _____ _____ _____ _____ _____ _____

QUALITY STANDARD III

Teachers plan and deliver effective instruction and create an environment that facilitates learning for their students.

Basic	Partially Proficient	Proficient (Meets State Standard)	Evidence/Notes
ELEMENT G: Interns communicate effectively, making learning objectives clear and providing appropriate models of language.			
THE INTERN: ☐ ***Communicates effectively with students.***	. . . and **THE INTERN:** ☐ ***Models effective communication skills.*** ☐ ***Encourages students to communicate effectively.***	. . . and **THE INTERN:** ☐ ***Teaches students to be effective communicators.*** ☐ ***Provides opportunities for students to practice***	_____ _____ _____ _____ _____ _____ _____ _____
ELEMENT H: Interns use appropriate methods to assess what each student has learned, including formal and informal assessments and use results to plan further instruction.			
THE INTERN: ☐ ***Involves students in monitoring their learning.*** ☐ ***Assesses learning outcomes appropriately.***	. . . and **THE INTERN:** ☐* Implements appropriate strategies for assigning grades. ☐* Evaluates student performance based on multiple measures. ☐* Includes documentation of student progress toward mastery of state content standards.	. . . and **THE INTERN** ***provides actionable, timely, specific and individualized feedback about the quality of student work to:*** ☐ ***Students.*** ☐* Families and significant adults. ☐* Other professionals who work with students. ☐ ***Teaches students to use feedback to improve their learning.***	_____ _____ _____ _____ _____ _____ _____ _____ _____ _____ _____ _____

QUALITY STANDARD IV

Teachers reflect on their practice.

Basic	Partially Proficient	Proficient (Meets State Standard)	Evidence/Notes
ELEMENT A: Interns demonstrate that they analyze student learning, development and growth and apply what they learn to improve their practice.			
THE INTERN: ☐* Collects and analyzes student data to inform instruction. Uses data to: ☐* Support student learning. ☐* Inform practice.	. . . and **THE INTERN:** ☐* Collects multiple examples of student work to determine student progress over time.	. . . and **THE INTERN** applies knowledge of how students learn and their prior knowledge to the development of: ☐* Lesson plans. ☐* Instructional strategies.	_____ _____ _____ _____ _____ _____ _____
ELEMENT B: Interns link professional growth to their professional goals.			
THE INTERN: ☐* Implements performance feedback from supervisor and/or colleagues to improve practice. Actively engages in professional development focused on: ☐* Addressing student needs. ☐* School and district initiatives. ☐* Meeting professional goals.	. . . and **THE INTERN** engages in professional development activities based on: ☐* Likelihood of having a positive impact on student learning. ☐* Alignment with Colorado Academic Standards and school and district initiatives. ☐* Current research. ☐* Student needs.	. . . and **THE INTERN:** ☐* Applies knowledge and skills learned through professional development to professional practice.	_____ _____ _____ _____ _____ _____ _____ _____ _____ _____ _____
ELEMENT C: Interns are able to respond to a complex, dynamic environment.			
THE INTERN collaborates with colleagues to: ☐* Implement new ideas to improve teaching and learning. ☐* Support struggling students. ☐* Contribute to campus goals.	. . . and **THE INTERN:** ☐* Maintains a positive, productive and respectful relationship with colleagues.	. . . and **THE INTERN** initiates collaborative activities with colleagues to: ☐* Analyze student data and interpret results. ☐* Apply findings to improve teaching practice.	_____ _____ _____ _____ _____ _____ _____ _____

QUALITY STANDARD V

Teachers demonstrate leadership.

Basic	Partially Proficient	Proficient (Meets State Standard)	Evidence/Notes
ELEMENT A: Interns demonstrate leadership in their schools.			
THE INTERN: ☐* Participates in school activities expected of all Interns. ☐* Works collaboratively for the benefit of students and families. ☐* Supports school goals and initiatives.	. . . and **THE INTERN:** ☐* Contributes to school committees and teams.	. . . and **THE INTERN:** ☐* Collaborates with school-based teams to leverage the skills and knowledge of colleagues and families.	_____ _____ _____ _____ _____ _____ _____ _____ _____ _____
ELEMENT D: Interns demonstrate high ethical standards.			
THE INTERN: ☐* Maintains confidentiality of student records as required by law. ☐* Adheres to standards of professional practice.*	. . . and **THE INTERN:** ☐ ***Models ethical behavior, including honesty, integrity, fair treatment and respect for others.***	. . . and **THE INTERN:** ☐* Maintains confidentiality of student, family and fellow Intern interactions as well as student data.	_____ _____ _____ _____ _____ _____ _____ _____ _____ _____

*A detailed explanation of professional expectations for Teacher Interns can be found in the Internship Handbook, under the Professional Disposition section.