Self-Directed Supervision (Individual Contracts)

Definition: Self-Directed Supervision (Individual Contracts)

A process of supervision/evaluation in which the teacher develops and carries out an individualized plan for professional growth. The teacher must complete a minimum of six (6) college credits leading to a master’s degree. District administration reserves the right to modify this requirement as needed. The teacher performs a self-analysis of goal attainment, prepares a written report and meets with the principal to evaluate growth.

Eligibility:

Professional Employees (Instructional/Vocational II) in years other than 4, 8, 12, 16, 20 ... with the Northern Bedford County School District

Role/Responsibility of Professional Staff

Develop a written plan that includes responsibilities of the teacher and the principal as well as activities and events tentatively planned for the academic year. These projects should be related directly to and be correlated so as to meet the requirements of PDE Form 428 Annual Employee Evaluation Form for Instructional II Teachers.

A. Category I: Planning/Preparation
   1. Lesson/Unit Plans
   2. Resources/Materials/Technology
   3. Assessment Materials
   4. Information About Students
   5. Teacher Conferences/Interviews
   6. Classroom Observations
   7. Teacher Resource Documents

B. Category II: Classroom Environment
   1. Classroom Observations
   2. Informal Observations/Visits
   3. Teacher Conferences/Interviews
   4. Visual Technology
   5. Resources/Materials/Technology/Space
C. Category III: Instructional Delivery
   1. Classroom Observations
   2. Informal Observations/Visits
   3. Assessment Materials
   4. Teacher Conferences/Interviews
   5. Students Assignment Worksheets
   6. Student Work
   7. Instructional Resources/Materials/Technology

D. Category IV: Professionalism
   1. Teacher Conferences/Interviews
   2. Observations/Visual Technology
   3. Artifacts/Interactions with Family
   4. Student Records/Gradebook
   5. Progress Reports/Report Cards
   6. Parent/School Community Feedback
   7. Artifacts: Professional Development/Act 48 Documentation
   8. Perceptive Use of Teaching/Learning Reflections

**Role/Responsibility of Building Administrator**

1. Approve the plan of all projects/activities.
2. Provide verbal and/or written feedback during periodic meetings.
3. Provide summative feedback of the annual review of the self-directed supervisory experience.
Northern Bedford County School District
Self-Directed Supervision (Individual Contracts)
List of Projects/Activities
(Attach additional pages as necessary)

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NBCSD Differentiated Supervision and Evaluation, 2008
Northern Bedford County School District
Self-Directed Supervision (Individual Contracts)
Summary of Projects/Activities
(Attach additional pages as necessary)

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