

MISSISSIPPI TEACHER APPRAISAL INSTRUMENT – ASSESSMENT MATRIX

	Standards	Self-Assessment	Artifacts Review	Pre/Post-Observation Conference	Classroom Observation	Peer Survey	Student Survey
PLANNING	1. Plans lessons that demonstrate knowledge of content and pedagogy		X	X			
	2. Plans lessons that meet the diversity of students’ backgrounds, cultures, skills, learning levels, language proficiencies, interests, and special needs		X	X			
	3. Selects instructional goals that incorporate higher-level learning for all students		X	X			
	4. Plans units of instruction that align with Mississippi’s state content standards, or when applicable, the Common Core State Standards		X	X			
Assessment	5. Collects and organizes data from assessments to provide feedback to students and adjusts lessons/instruction as necessary		X	X			
	6. Incorporates assessments into instructional planning that demonstrate high expectations for all students		X	X			
INSTRUCTION	7. Demonstrates deep knowledge of content during instruction				X		
	8. Actively engages students in the learning process				X		
	9. Uses questioning and discussion techniques to promote higher order thinking skills				X		
	10. Brings multiple perspectives to the delivery of content				X		X
	11. Communicates clearly and effectively				X		
LEARNING ENVIRONMENT	12. Manages classroom space and resources effectively for student learning		X				X
	13. Creates and maintains a climate of safety, respect, and support for all students		X		X		X
	14. Maximizes time available for instruction				X		X
	15. Establishes and maintains a culture of learning to high expectations		X		X		X
	16. Manages student behavior to provide productive learning opportunities for all students		X		X		X
PROFESSIONAL RESPONSIBILITIES	17. Engages in continuous professional development and applies new information learned in the classroom	X	X				
	18. Demonstrates professionalism and high ethical standards/acts in alignment with Mississippi Code of Ethics	X	X		X	X	
	19. Establishes and maintains effective communication with families	X	X				
	20. Collaborates with colleagues and is an active member of a professional learning community in the school	X	X			X	