## Evidence of 3.5 Demonstrating Instructional Outcomes

<table>
<thead>
<tr>
<th></th>
<th>Ineffective</th>
<th>Developing</th>
<th>Effective</th>
<th>Highly Effective</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>3.5</strong></td>
<td>At the end of cycle(s) of instruction, evidence demonstrates <strong>minimal</strong> or <strong>no</strong> student progress (ie., growth or mastery) according to established district guidance.</td>
<td>At the end of cycle(s) of instruction, evidence demonstrates <strong>moderate</strong> student progress (ie., growth or mastery) according to established district guidance.</td>
<td>At the end of cycle(s) of instruction, evidence demonstrates <strong>sufficient</strong> student progress (ie., growth or mastery) according to established district guidance.</td>
<td>At the end of cycle(s) of instruction, evidence demonstrates <strong>significant</strong> student progress (ie., growth or mastery) according to established district guidance.</td>
</tr>
<tr>
<td>Degree of Achieved Expectations:</td>
<td>Very few students reached expectations.</td>
<td>Some students reached expectations, while some did not.</td>
<td>Most students reached expectations.</td>
<td>Most students reached and some exceeded expectations.</td>
</tr>
</tbody>
</table>

**Suggestions:** Date evidence as it’s added to 3.5 template to show that it is collected throughout the year.

**Guiding Questions:**

- What do you expect your students to learn?  
  (Goals/Expectations)
- How will you know they are learning?  
  (Assessment/Work Samples)
- How will you respond when they don’t learn?  
  (Interventions)
- How will you respond if they already know it?  
  (Enrichment)

### Educator Evidence:

**Date #1: (Beginning of the Year Conference)**
- Discussion of expected Instructional Outcomes, based on beginning of the year data/observations
- Note date & notes in frontline for 3.5

**Date #2 (Post Observation Conference) {no more than 7 days after Formal Observation}**
- Re-Visit beginning of the year Instructional Outcomes that were discussed
- Check in on student progress, refer to guiding questions from above
- Note date & notes in frontline for 3.5

**Date #3 (Mid-Year or Mid-semester Conference)**
- Check in on student progress, refer to guiding questions from above
- Re-Visit outcome expectations from beginning of year
- Revision or new expectations discussed
- Note date & notes in frontline for 3.5

**Date #4 (Summative Conference)**
- Educators are recommended to input a summative statement into the 3.5 template, referring to the language of the rubric and reflecting on student progress throughout the school year.