

2	Organization and planning of course, strands, and lessons – identification of key learning expectations, A&E plan	X	Braden has well organized lesson plans which he follows quite closely. He is able to adapt and change these plans to meet the needs of the students. Braden has developed both long and short range plans and shares these with students. He ensures that lessons have meaning and that they connect to larger themes in the course. His lessons are geared towards students' level of understanding and aligned with Ontario Ministry's Expectations. The objective of each lesson is always very clear and his A & E plan is in line with Growing Success.
3	Commitment to Pupils and Pupil Learning – building rapport with students; student, class management	X	Braden understands that the best management strategy is an engaging program. He has a calm and caring approach in his class that is essential to student success. He moved around the class well keeping students on task. Braden creates a comfortable, welcoming atmosphere in his class that invites students to ask questions and get the support that they need. Braden has built a positive learning environment in the classroom where students feel comfortable to participate in the learning process. He continues to work on his observation skills so that he can be aware of the whole class as he works with individual students.
4	Teaching Practice - effective instructional techniques that encourage student engagement including attention to different learning styles, varied presentation techniques, teacher vs. student directed learning, group work, guided and independent practice	X	Effective instructional practices begin with aligning what we are doing in class to the expectations of our curriculum and Braden understands this. He also uses different motivational strategies to encourage students in developing competence in all areas. He uses positive feedback and constructive criticism throughout the lesson and other informal observations in a highly effective manner. He uses a variety of teaching strategies which include: debates, board notes, discussions, group work, reflective paragraphs, multi media presentations and conferencing. Throughout the course, Braden uses "Thought Provoking Questions" which directs the students thinking to the topic of the class. It creates a positive base in which to introduce the topic.
5	Professional Practice - assessment and evaluation techniques show variety and are reflective of OCDSB and Ministry policies; employs assessment for, as, and of learning strategies including student feedback, assists students in tracking their own learning	X	His Subject Co-ordinator and Principal are very pleased with his assessment and evaluation techniques used in his class. He follows the OCDSB and Ministry policies. Braden uses a variety of assessment and evaluation techniques to ensure students fulfill the requirements of the ENG4U. He allows time for practice and assess work submitted fairly using assignment criteria and rubrics. He provides his students with multiple opportunities to meet their goal.
6	Communication with pupils, parents, and colleagues – demonstrates positive professional attitude; communicates clear, achievable expectations to students	X	Braden communicates openly with his students. Braden is respectful, clear and understanding in his communications with students, parents and colleagues. He understands that by creating a comfortable supportive environment in the classroom it will have a positive impact on student learning.
7	Willingness to accept and make use of constructive feedback – participates in professional dialogue with colleagues/admin; open to advice/new ideas to improve student learning, reflective practitioner	X	Braden is open to receiving feedback on his teaching. I applaud this openness and keenness to improve. This will serve him well throughout his career. As a reflective practitioner, Braden seeks feedback on his teaching; he consults regularly and appropriately with administration and his Subject Coordinator. He has his own professional blog on education (www.bradenhutchinson.ca)
8.	Avails him/herself of professional growth opportunities – identifies areas for professional growth; attends workshops, seminars and participates willingly and openly in professional learning to enhance skill development	X	His professional growth includes: -currently doing E-Learning PD -Qualified in ESL 1 -attending OHASSTA conference in the fall

