<table>
<thead>
<tr>
<th>Performance Rating</th>
<th>Broad Description</th>
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| Highly Effective                 | • Teachers performing at this level are master teachers.  
• Their classrooms consist of a community of learners, with students highly motivated, engaged and assuming considerable responsibility for their own learning.  
• Highly Effective performance is **very** effective performance which results from a combination of an understanding of students, pedagogy and content with instructional planning, delivery and reflection. |
| Effective                        | • Teachers performing at this level have mastered the work of teaching while working to improve their practice.  
• They thoroughly know their content, students, and curriculum.  
• They have a broad repertoire of strategies and activities and can move easily to Plan B if necessary. |
| Developing/Needs Improvement     | • Teachers performing at this level appear to understand the concepts underlying the components and attempt to implement its elements, but implementation is sporadic, intermittent or otherwise not entirely successful.  
• Teachers performing at this level do not yet appear to understand the concepts underlying the components.  
• Teachers have difficulty internalizing effective teaching practices and need ongoing assistance and support to complete daily responsibilities. |
| Unsatisfactory                   |                                                                                                                                                   |