APPENDIX B  
  
Teacher Leader Applicant Background Form

OMB No.: xxxx-xxxx

Expiration Date: xx/xx/xxxx

Impact Evaluation to Inform the Teacher and School Leader Incentive Program

**Conducted on behalf of the U.S. Department of Education**

## Teacher Leader Applicant Background Form

|  |  |
| --- | --- |
| District name: |  |
| School name: |  |

### A. Teacher’s Background

|  |  |
| --- | --- |
| Applicant’s first and last name: |  |
| Applicant’s district ID # |  |
| Years of teaching experience: | In the district: | | | Over career: | | | |
| Gender: |  |
| Race/ethnicity: |  |

### B. Initial Screening Information

#### Table B1. Supporting evidence of prior effectiveness over last three years

| Applicant’s effectiveness ratings | District scale (prefilled by study team) | 2018-19 | 2017-18 | 2016-17 |
| --- | --- | --- | --- | --- |
| a. Teaching location |  | □ Within district  □ Within state  □ Outside of district and state | □ Within district  □ Within state  □ Outside of district and state | □ Within district  □ Within state  □ Outside of district and state |
| b. Overall rating | 1. Distinguished  2. Accomplished  3. Effective  4. Developing | | | | | | | | | |
| c. Overall rating based on classroom observations | 1. Distinguished  2. Accomplished  3. Effective  4. Developing | | | | | | | | | |
| d. Value-added (if available): Overall | Scores – Continuous  Ratings:  1. at or above +0.5, exceeds expected growth  2. between -0.5 and +0.5, meets expected growth  3. at or below -0.5, does not meet expected growth | Score: | |  Rating: | | | Score: | |  Rating: | | | Score: | |  Rating: | | |
| e. Value-added (if available): Math | Scores – Continuous  Ratings:  1. at or above +0.5, exceeds expected growth  2. between -0.5 and +0.5, meets expected growth  3. at or below -0.5, does not meet expected growth | Score: | |  Rating: | | | Score: | |  Rating: | | | Score: | |  Rating: | | |
| f. Value-added (if available): ELA | Scores – Continuous  Ratings:  1. at or above +0.5, exceeds expected growth  2. between -0.5 and +0.5, meets expected growth  3. at or below -0.5, does not meet expected growth | Score: | |  Rating: | | | Score: | |  Rating: | | | Score: | |  Rating: | | |
| g. Student achievement growth (e.g. SLOs): Math | 1. Exemplary 2. Proficient 3. Needs Improvement 4. Unsatisfactory | | | | | | | | | |
| h. Student achievement growth (e.g. SLOs): ELA | 1. Exemplary 2. Proficient 3. Needs Improvement 4. Unsatisfactory | | | | | | | | | |
| i. Other evidence: *(specify)* | | | | |

#### Table B2. Initial Screening Summary

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Item | 3-Strong | 2-Acceptable | 1- Borderline | 0-Unacceptable |
| Explanation of prior effectiveness data | □ | □ | □ | □ |
| Short essay responses | □ | □ | □ | □ |
| Cover letter | □ | □ | □ | □ |
| Resume | □ | □ | □ | □ |
| Overall score on initial screen | **□** | **□** | **□** | **□** |

|  |  |
| --- | --- |
| **Teacher moves to advanced screening** | 1 □ Yes 0 □ No |

### C. Advanced Screening

#### Table C1. Behavioral Event Interview

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Level  High (5) Low (1) | | | | |
|  | **5** | **4** | **3** | **2** | **1** |
| Competency: Achievement | □ | □ | □ | □ | □ |
| Competency: Impact & Influence | □ | □ | □ | □ | □ |
| Competency: *(specify)* | □ | □ | □ | □ | □ |

#### Table C2. Skill Demonstrations

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | 4-Advanced | 3-Proficient | 2-Working Towards | 1-Needs Improvement |
| Coaching conversation | □ | □ | □ | □ |
| Instruction (e.g., mini-lesson) | □ | □ | □ | □ |
| Use of data | □ | □ | □ | □ |
| Other demonstration: *(specify)* | □ | □ | □ | □ |

### D. Overall Application Rating

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | 3-Strong | 2-Acceptable | 1- Borderline | 0-Unacceptable |
| Overall application | □ | □ | □ | □ |
| Notes: | | | | |