



# Attention RCSD Teachers!

Are you interested in *professional growth*?

Would you like to receive *meaningful feedback* from a colleague with expertise *in your field*?

## Consider participating in CIT Independent Evaluation!

What is CIT Independent Evaluation?

A voluntary process that allows for a portion of your teacher evaluation to be completed by a trained CIT Lead Teacher.

Why choose Independent Evaluation?

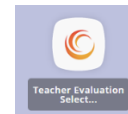
To receive meaningful, high-quality, specific feedback and instructional guidance from a colleague with experience *in your field*.

Who can choose Independent Evaluation?

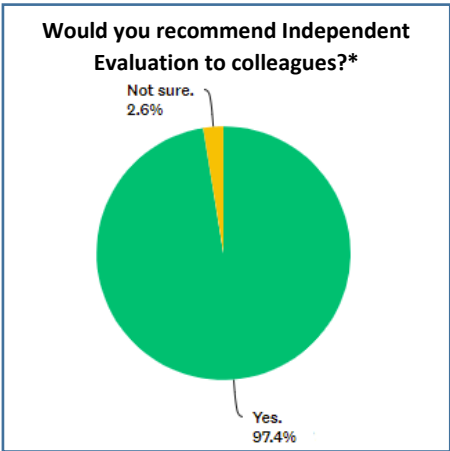
Any teacher, from Resident to Lead Teacher, in any content area, who is subject to APPR evaluation.

How do you choose Independent Evaluation?

Click on the "Teacher Evaluation Selection" button at [ROConnect](#) and select "Independent Evaluation."



To learn more, visit the CIT Website: <https://www.rcsdk12.org/CIT/IE>

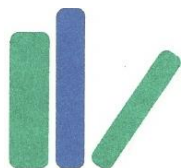


### What teachers are saying about the value of Independent Evaluation\*:

- "I love the process, my evaluator was wonderful. I like having a colleague give me meaningful realistic feedback."
- "It is always valuable to receive feedback from multiple sources in a professional evaluation."
- "My evaluator was generous, kind, funny, a great listener, she was accommodating and flexible and offered really good feedback. We had great conversations and she was open to learning and sharing."
- "I like the follow-ups, where we can talk about what went well, the student's reaction to the learning activities, how to bridge targets to goals...the sharing and collaboration was really rewarding to me."
- "Having someone in the same "position" as me. They could really understand the challenges and successes this year."
- "Honest feedback about ways to improve remote teaching was very helpful."
- "I recommend it to all special area teachers and I also have recommended it on numerous occasions to teachers who have moved teaching areas."
- "[My independent evaluator] was wonderful to work with. She had great advice but also listened to me and my thoughts. I had a great experience and would recommend to all teachers."
- "Thank you for providing this opportunity for teachers!"

\*from "2021 CIT Independent Evaluation Teacher Survey"

The Career in Teaching (CIT) program is teacher-led and governed jointly by the RTA and RCSD through the CIT Governing Panel. More information at the [CIT Website](#).



Career in Teaching  
[www.rcsdk12.org/CIT](http://www.rcsdk12.org/CIT)  
585-262-8541

