

Instructor Self-Assessment

Section 1. Administrative data.

1.a. Instructor's Name (*Last, First, MI*):

1.b. Grade/Rank:

1.c. Duty Position Title:

1.d. Training school/institution name:

Section 2. Domains.

Instructions: Place a check mark under the appropriate rating that reflects your performance.

Domains/Questions	Strongly Disagree	Disagree	Agree	Strongly Agree
Domain # 1: Professional Development				
1. I use appropriate verbal and non-verbal language for my audience.				
2. I paraphrase student comments to show I understand them.				
3. I seek and acknowledge different perspectives.				
4. I use technology appropriately to communicate.				
5. I have a sincere enthusiasm for learning that shows in the classroom.				
6. I understand and update my knowledge.				
7. I am respectful and fair in my responses.				
8. I show respect for the students' right to privacy.				
9. I respect intellectual property rights (trademarks, designs, copyrights for drawings, videos, articles, etc.).				
10. I am an expert in the subject matter I teach.				
11. I participate in professional development activities.				
12. I act in a professional manner.				
Domain # 2: Preparing and Planning.				
13. I thoroughly plan and coordinate resources (equipment, personnel, and course materials) before the start of my class.				
14. I thoroughly plan and prepare my lessons.				
15. I make instructional resources available to all learners.				
16. I consider learner difficulties and questions and modify instruction.				
Domain # 3: Instructional Methods and Strategies.				
17. I motivate students by making the content meaningful and relevant				
18. I help students set realistic expectations of how they will use the training when they get back to their units.				

19. I provide opportunities for students to participate and succeed.				
20. I provide examples to help clarify meaning.				
21. I demonstrate procedures.				
22. I keep the instruction focused on the learning goals.				
23. I encourage and manage collaboration between students.				
24. I involve the students in discussions, questions, and reflection.				
25. I ask clear, varied, and relevant questions.				
26. I direct and redirect questions that promote learning.				
27. I provide clear, timely, and specific feedback to students' questions or concerns.				
28. I am fair when receiving and giving feedback to the students.				
29. I encourage peer-to-peer feedback.				
30. I draw on student experiences and knowledge during instruction.				
31. I use stories, analogies, and anecdotes to reinforce teaching points.				
32. I provide opportunities to practice new skills.				
33. I provide time for reflection and review.				
34. I increase the complexity of exercises as the student progresses.				
35. I use visual aids that are simple and easy to read and understand.				
36. I can troubleshoot or fix minor technical problems.				
<i>Domain # 4: Assessment and Evaluation.</i>				
37. I provide clear objectives and instructions on use of assessment criteria.				
38. I respond to questions or concerns about the assessment.				
39. I monitor individual and group performance during practice and assessment.				
40. I provide opportunities for self-assessment by the students.				
41. I provide constructive feedback and opportunities for remediation.				
42. I regularly conduct after action reviews.				
43. I evaluate instructional materials for effectiveness.				
44. I evaluate instructor performance (senior and master instructors).				
45. I evaluate the impact of the instructional setting and equipment (senior and master instructors).				
46. I document and report evaluation data.				

Domain # 5: Management.				
47. I provide clear expectations and ground rules for learning and interaction.				
48. I effectively address inappropriate behavior.				
49. I manage instructional time effectively.				
50. I provide a positive learning environment.				
51. I use technology to support learning and administrative functions.				
Domain # 6: Counseling.				
52. I schedule one-on-one counseling sessions with students at the beginning, mid-way and end of training.				
53. I establish performance goals with each student.				
54. I discuss the student's strengths and weaknesses and provide guidance for improvement.				
55. I document counseling sessions.				
56. Total Instructor Agreement by Rating				
Section 3. Instructor developmental needs.				
3.a. Areas to Develop/Overall Improves:		3.b. Most proficient areas (domains)/Overall Strengths:		
3.c. Action plan for further professional development:				
Section 4. Instructor's Signature and date.				
4.a. Instructor's Signature:		4.b. Date <i>MMDDYYYY</i> :		