

Performance Evaluation

Summative Evaluation Report

SUMMATIVE EVALUATION REPORT

Teacher: _____

Grade/Subject: _____

School Year: _____

School Code: _____

Tenure Status: _____

LEVEL OF CONTRIBUTION TO STUDENTS

Detrimental -----> **Significant**

1 2 3 4 5 6

1. Student achievement on state standardized testing¹:

1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	Rating
20% of students show regression over past year.	10% of students show regression over past year.	Students achieve consistently below expected level.	Students achieve consistently above expected level.	70% of students demonstrate mastery level.	80% of students demonstrate mastery level.	<input type="checkbox"/>

2. Students are engaged in instructional activities:

1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	Rating
Students are generally not involved in instructional activities.	Students are rarely involved in instructional activities.	Students are involved in some but not all instructional activities.	Students are generally engaged in all instructional activities.	Students are able to choose from a variety of activities and materials.	Students' information utilized from outside instructional activities.	<input type="checkbox"/>

¹ The exemplars for each rating are illustrative only. Each district may want to develop their own exemplars based on their testing principles.

3. Students demonstrate knowledge of the subject matter:

1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	Rating
The students do not participate in class discussions or pass examinations due to a lack of knowledge of the subject matter.	50% of the students respond correctly during class discussions, class activities and examinations.	90% of the students are able to successfully demonstrate their knowledge of the subject matter through class discussions, activities and examinations.	100% of the students are able to successfully demonstrate their knowledge of the subject matter through class discussions, activities and examinations.	90% of the students are able to demonstrate/ achieve a grade of "B" or higher.	The students are able to demonstrate an application of their knowledge to other subject areas and situations outside of the school setting.	<input type="checkbox"/>

4. Students demonstrate positive interactions with teacher and with other class members:

1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	Rating
Students are disrespectful.	Students show little concern for the interests of others.	Students' negative interactions are disruptive to learning activities.	Students' conduct rarely interferes with instructional activities.	Students are routinely positive in the interactions with teacher and class members.	Students show high regard and respect for teacher and class members.	<input type="checkbox"/>

5. Teacher responds constructively to administrators' directives:

1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	Rating
Often hostile to administrative directives.	Indifferent to administrative directives.	Routinely complies with administrative directives.	Complies with administrative suggestions and directives.	Solicits suggestions for improvement.	Takes pride in colleagues, students, school and District accomplishments.	<input type="checkbox"/>

6. Teacher communicates learning objectives to students and parents:

1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	Rating
Teacher consistently fails to communicate learning objectives.	Relies on standard lesson plans without regard to class composition.	Occasionally modifies plans to suit class composition.	Consistently informs students of the objectives in class.	Consistently advises parents and students of learning objectives and individual student success.	Involves parents and students in developing learning objectives.	<input type="checkbox"/>

7. Students demonstrate enthusiasm for learning activities:

1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	Rating
Students do not show interest in the subject matter.	Students express displeasure with the subject matter.	Students show some enthusiasm about the subject matter.	Majority of students consistently demonstrate enthusiasm and are actively engaged.	Students seek additional information and activities related to the subject matter.	Students find outside resources associated with the subject matter.	<input type="checkbox"/>

8. Teacher contributes to student self-esteem and confidence:

1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	Rating
Demeans and belittles students.	Fails to recognize student achievement.	Inconsistently praises students and student work.	Students demonstrate confidence in their interaction with classmates and teacher.	Consistently praises students and student work.	Creates an atmosphere where students freely encourage and recognize classmates' achievement.	<input type="checkbox"/>

9. Students use of instructional time:

1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	Rating
Students do not pay attention to the instructor or participate in the assigned lesson.	Students show some interest during the lesson and use part of the time for learning activities.	Students are consistently attentive to the teacher and participate in the activities.	Students utilize time and instruction on a consistent basis.	Students are continuously focused on the instruction and the activities.	Students are able to continue their activities after school or during other allotted times during the day.	<input type="checkbox"/>

10. Teacher demonstrates flexibility in meeting student needs:

1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	Rating
Little evidence of planning to meet student needs.	Relies on standard materials and techniques regardless of composition of class.	Occasionally responds to student instructional differences.	Recognizes student differences and attempts to meet needs.	Recognizes student differences and incorporates individual learning programs.	Individually plans and implements programs for each student.	<input type="checkbox"/>

TOTAL

Evaluator: _____

Teacher: _____

Date: _____

Date: _____