## PERSONNEL SERVICES Form 4610

# 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 testing[[1]](#footnote-1):

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 1 □ | 2 □ | 3 □ | 4 □ | 5 □ | 6 □ | **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. | □ |

1. Students are engaged in instructional activities:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 1 □ | 2 □ | 3 □ | 4 □ | 5 □ | 6 □ | **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. | □ |

1. Students demonstrate knowledge of the subject matter:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 1 □ | 2 □ | 3 □ | 4 □ | 5 □ | 6 □ | **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. | □ |

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

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 1 □ | 2 □ | 3 □ | 4 □ | 5 □ | 6 □ | **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. | □ |

1. Teacher responds in a constructively to administrators’ directives:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 1 □ | 2 □ | 3 □ | 4 □ | 5 □ | 6 □ | **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 accomplishments. | □ |

1. Teacher communicates learning objectives to students and parents:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 1 □ | 2 □ | 3 □ | 4 □ | 5 □ | 6 □ | **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. | □ |

1. Students demonstrate enthusiasm for learning activities:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 1 □ | 2 □ | 3 □ | 4 □ | 5 □ | 6 □ | **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. | □ |

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

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 1 □ | 2 □ | 3 □ | 4 □ | 5 □ | 6 □ | **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. | □ |

1. Students use of instructional time:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 1 □ | 2 □ | 3 □ | 4 □ | 5 □ | 6 □ | **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. | □ |

1. Teacher demonstrates flexibility in meeting student needs:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 1 □ | 2 □ | 3 □ | 4 □ | 5 □ | 6 □ | **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. | □ |

|  |  |
| --- | --- |
| TOTAL | □ |

|  |  |
| --- | --- |
| Evaluator:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | Teacher:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
|  |  |
| Date:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | Date:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |

1. The exemplars for each rating are illustrative only. Each Charter School may want to develop their own exemplars based on their testing principles. [↑](#footnote-ref-1)