

EMS SUMMATIVE EVALUATION											
Name	Supervisor		School Year								
Observation Dates			Summative Rating								
Please check type of Evaluation Year:	<input type="checkbox"/> Tenured Teacher Summative										
	<input type="checkbox"/> Non-Tenured Teacher Summative	Year: <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4									
Key: I=Ineffective P=Partially Effective E=Effective H=Highly Effective											
Domain 1: Planning and Preparation	<input type="checkbox"/> I	<input type="checkbox"/> P	<input type="checkbox"/> E <input type="checkbox"/> H	Comments:							
1a. Demonstrating Knowledge of Content and Pedagogy	To arrive at final rating of I, P, E or H, average the final % of Domain 1 on all evaluations (last page) and divide by 3. This number will follow State Issued Scale of 1 – 4. Avg % divided by 3 = _____										
1b. Demonstrating knowledge of Students											
1c. Setting Instructional Outcomes											
1d. Demonstrating Knowledge of Resources											
1e. Designing Coherent Instruction											
1f. Designing of Student Assessments											
Domain 2: Classroom Environment	<input type="checkbox"/> I	<input type="checkbox"/> P	<input type="checkbox"/> E <input type="checkbox"/> H	Comments:							
2a. Creating an Environment of Respect and Rapport	To arrive at final rating of I, P, E or H, average the final % of Domain 2 on all evaluations (last page) and divide by 9.5. This number will follow State Issued Scale of 1 – 4. Avg % divided by 9.5 = _____										
2b. Establishing a Culture for Learning											
2c. Managing Classroom Procedures											
2d. Managing Student Behavior											
2e: Managing Physical Space											
Domain 3: Instruction	<input type="checkbox"/> I	<input type="checkbox"/> P	<input type="checkbox"/> E <input type="checkbox"/> H	Comments:							
3a. Communicating with Students	To arrive at final rating of I, P, E or H, average the final % of Domain 3 on all evaluations (last page) and divide by 9.5. This number will follow State Issued Scale of 1 – 4. Avg % divided by 9.5 = _____										
3b. Using Questioning/Prompts and Discussion											
3c. Engaging Students in Learning											
3d. Using Assessment in Instruction											
3e. Demonstrating Flexibility and Responsiveness											
Domain 4: Professional Responsibilities	<input type="checkbox"/> I	<input type="checkbox"/> P	<input type="checkbox"/> E <input type="checkbox"/> H	Comments:							
4a. Reflecting on Teaching	To arrive at final rating of I, P, E or H, average the final % of Domain 4 on all evaluations (last page) and divide by 3. This number will follow State Issued Scale of 1 – 4. Avg % divided by 3 = _____										
4b. Maintaining Accurate Records											
4c. Communicating with Families											
4d. Participating in a Professional Community											
4e. Growing and Developing Professionally											
4f. Showing Professionalism											
<table border="1" style="width:100%; text-align:center;"> <tr> <td style="width:25%;">Highly Effective</td> <td style="width:25%;">Effective</td> <td style="width:25%;">Partially Effective</td> <td style="width:25%;">Ineffective</td> </tr> <tr> <td>4</td> <td>3.5</td> <td>2.65</td> <td>1.85</td> </tr> </table>				Highly Effective	Effective	Partially Effective	Ineffective	4	3.5	2.65	1.85
Highly Effective	Effective	Partially Effective	Ineffective								
4	3.5	2.65	1.85								
Overall Comments:											

Areas of Strengths:

Areas of Professional Growth:

Summative Rating

	Net Score	Converted Score	Weighted Score
Effective Practice Components 85%			
<i>Self Reflection 5% (4 if completed, 0 if not completed) Score: _____ x .05</i>			
Summative Evaluation 80% (converted from 100 point scale to 4 point scale) Average all formative evaluation scores then multiply by .04. Enter new score between 0 – 4. Score: _____ x .80			
Student Growth Objectives 15%			
SGO score #1 - _____ SGO score #2 - _____ Avg. of SGO 1&2 - _____ Avg. Score: _____ x .15			
Summative Rating		Total:	

Highly Effective	Effective	Partially Effective	Ineffective
4	3.5	2.65	1.85
			1

Teacher's Signature

Date

Supervisor's Signature

Date

The teacher's signature indicates only that the individual has received the document. It does not indicate agreement.
cc: Teacher, Superintendent/Principal, Original to Personnel File

Estell Manor School District
Reflective Questions for Annual Evaluation

Name:

Department:

Date:

Part I: Reflection on Teaching

1. How do you ensure that all students in your classes are engaged in meeting the daily lesson objectives? List specific effective strategies you utilized this year.
2. How do you assess a lesson's effectiveness and the extent to which it meets your instructional goals?
3. Please list examples of accommodations you have made to assist students with special needs.
4. Describe the methods of differentiation you incorporated into your lessons.

Part II: Communicating with Families

1. Describe the methods used to communicate your instructional programs, goals, and expectations to your students and their parents/guardians.
2. By what means, and how often, do you communicate student academic and behavioral progress to your students and their parents/guardians?

Part III: Participating in a Professional Community

1. Describe the extent to which you collaborate/articulate with your colleagues regarding curriculum, instruction, and/pr student achievement.
2. What actions have you taken to help make the entire school a positive and productive learning environment for students?
3. How do you contribute to school and district initiatives and projects beyond your classroom duties (do not include stipend positions).

Part IV: Growing and Developing Professionally

1. Please list your current PDP goals and describe ways you have worked to achieve each of them.
2. Describe your participation in courses, conferences, and workshops outside of district-mandated experiences.
3. Please list new strategies or initiatives you have adopted this year in regards to planning, delivery, assessment, and/or classroom management.
4. What additional resources would help you grow professionally?

Please feel free to detail additional information, not already addressed in the above questions, you believe is relevant in assessing your comprehensive performance for this academic year.