

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"> <tr> <td>Highly Effective</td><td>Effective</td><td>Partially Effective</td><td>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 50% (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 .50			
Student Growth Percentile 30% (converted from 100 point scale to 4 point scale) mSGP conversion chart can be found at http://www.state.nj.us/education/AchieveNJ/teacher/percentile/mSGPuserguide.pdf			
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

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.