

## Optional End-of-Year Summative Rating Form

SCHOOL: \_\_\_\_\_

SUMMATIVE EVALUATOR: \_\_\_\_\_

TEACHER: \_\_\_\_\_

GRADE/SUBJECT: \_\_\_\_\_

DATE: \_\_\_\_\_

**Note:** Prior to the end-of-year summative conference, evaluators should complete this form based on information collected and assessed throughout the year. A copy should be given to the teacher for discussion during the end-of-year summative conference. For more information on the Student Learning Objectives component of this form, see the Student Learning Objectives Handbook.

### Teacher Effectiveness Rubric Scoring

Number of Formal Observations: \_\_\_\_\_

Number of Informal Observations: \_\_\_\_\_

Domain 1: Planning	Competency Rating	Final Assessment of Domain 1
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1.1 Utilize Assessment Data to Plan	1.1: _____	
1.2 Set Ambitious and Measurable Achievement Goals	1.2: _____	
1.3 Develop Standards-Based Unit Plans and Assessments	1.3: _____	
1.4 Create Objective-Driven Lesson Plans and Assessments	1.4: _____	
1.5 Track Student Data and Analyze Progress	1.5: _____	
<b>Final Rating (Circle One)</b>	<b>4 – High. Eff. 3 – Eff. 2- Improv. Nec 1 – Ineff.</b>	

<b>Domain 2: Instruction</b>	<b>Competency Rating</b>	<b>Final Assessment of Domain 2</b>
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<p>1.1 Develop Student Understanding and Mastery of Lesson Objectives</p> <p>1.2 Demonstrate and Clearly Communicate Content Knowledge to Students</p> <p>1.3 Engage Students in Academic Content</p> <p>1.4 Check for Understanding</p> <p>1.5 Modify Instruction as Needed</p> <p>1.6 Develop Higher Level Understanding Through Rigorous Instruction and Work</p> <p>1.7 Maximize Instructional Time</p> <p>1.8 Create Classroom Culture of Respect and Collaboration</p> <p>1.9 Set High Expectations for Academic Success</p>	<p>2.1: _____</p> <p>2.2: _____</p> <p>2.3: _____</p> <p>2.4: _____</p> <p>2.5: _____</p> <p>2.6: _____</p> <p>2.7: _____</p> <p>2.8: _____</p> <p>2.9: _____</p>	
<p><b>Final Rating (Circle One)</b></p>	<p><b>4 – High. Eff. 3 – Eff. 2- Improv. Nec 1 – Ineff.</b></p>	

<b>Domain 3: Leadership</b>	<b>Competency Rating</b>	<b>Final Assessment of Domain 3</b>
1.1 Contribute to School Culture	3.1: _____	
1.2 Collaborate with Peers	3.2: _____	
1.3 Seek Professional Skills and Knowledge	3.3: _____	
1.4 Advocate for Student Success	3.4: _____	
1.5 Engage Families in Student Learning	3.5: _____	
<b>Final Rating (Circle One)</b>		<b>4 – High. Eff. 3 – Eff. 2- Improv. Nec 1 – Ineff.</b>

### Domains 1-3 Weighted Scores

<b>Domain</b>	<b>Rating (1-4)</b>	<b>Weight</b>	<b>Weighted Rating</b>
Domain 1		10%	
Domain 2		75%	
Domain 3		15%	

**Final Score for Domains 1-3:**

Follow the following formula to calculate by hand:

- 1) Rating \* % Weight = Weighted Rating
- 2) Sum of Weighted Ratings = Final Score for Domains 1-3

**Final Teacher Effectiveness Rubric Score, Domains 1-3: \_\_\_\_\_**

Domain 4: Professionalism	Final Assessment of Domain 4	
1. Attendance 2. On-Time Arrival 3. Policies and Procedures 4. Respect		
<b>Final Rating (Circle One)</b>	<b>Meets Standards</b>	<b>Does Not Meet Standards</b>

**Final Teacher Effectiveness Rubric Score**

Directions: If the teacher “Meets Standards” above, deduct 0 points. The final Teacher Effectiveness Rubric score remains the same as in the previous step. If the teacher “Does Not Meet Standards”, deduct 1 point from the score calculated in the previous step.

**Final Teacher Effectiveness Rubric Score:** \_\_\_\_\_

## Student Learning Objectives

### Class Objective

	Highly Effective (4)	Effective (3)	Improvement Necessary (2)	Ineffective (1)
What was the teacher's Class Learning Objective?				

Content Mastery Standard	Number of Students Who Achieved Mastery	Number of Students in Course	Percentage of Students Who Achieved Mastery

Were there any important changes to the population of students in the targeted class (e.g., attendance problems, significant issues/changes to specific students) that you considered when rating the class objective? If so, state them below.

Based on the above table, the teacher's Class Student Learning Objective, and your professional judgment, indicate the appropriate performance level

Ineffective

Improvement Necessary

Effective

Highly Effective

## Targeted Objective

<b>Targeted Learning Objective</b>	What was the teacher's Targeted Objective Learning Goal for the targeted students?
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Did the teacher meet this objective?

Met Objective

Did Not Meet Objective

What evidence did you use to determine whether the teacher "surpassed goal or otherwise demonstrated outstanding student mastery or progress?"

Based on the teacher's Targeted Student Learning Objective, the evidence discussed above, and your professional judgment, indicate the appropriate performance level:

Ineffective

Improvement Necessary

Effective

Highly Effective



## Student Learning Objectives Weighted Scores

Objective	Rating (1-4)	Weight	Weighted Rating
Class		50%	
Targeted		50%	
Final Student Learning Objectives Score:			

Follow the following formula to calculate by hand:

- 1) Rating \* % Weight = Weighted Rating
- 2) Sum of Weighted Ratings = Final Student Learning Objectives Score

**Final Student Learning Objectives Score:** \_\_\_\_\_

## Final Summative Rating

Circle the group to which the teacher belongs. Then use the appropriate weights to calculate the final rating:

**Group 1**

**Group 2**

**Group 3**

Choose only one set of weights					
Measure	Rating (1-4)	GROUP 1 Weights	GROUP 2 Weights	GROUP 3 Weights	Weighted Rating
Teacher Effectiveness Rubric		50%	60%	75%	
Indiana Growth Model		35%	20%	---	
Student Learning Objectives		10%	15%	20%	
School-wide Learning Measure*		5%	5%	5%	
Final Summative Score:					

\* All teachers in the same school should have the same rating on this measure

Follow the following formula to calculate by hand:

- 1) Rating \* % Weight = Weighted Rating
- 2) Sum of Weighted Ratings = Final Summative Score

**Final Summative Evaluation Score:** \_\_\_\_\_

Use the chart below and the Final Summative Evaluation Score to determine the teacher's final rating.

Ineffective	Improvement Necessary	Effective	Highly Effective	
1.0 Points	1.75 Points	2.5 Points	3.5 Points	4.0 Points

Note: Borderline points always round up.

**Final Summative Rating:**

<input type="checkbox"/>	<b>Ineffective</b>	<input type="checkbox"/>	<b>Improvement Necessary</b>
<input type="checkbox"/>	<b>Effective</b>	<input type="checkbox"/>	<b>Highly Effective</b>
<input type="checkbox"/>		<input type="checkbox"/>	

**Teacher Signature**

I have met with my evaluator to discuss the information on this form and have received a copy.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

**Evaluator Signature**

I have met with this teacher to discuss the information on this form and provided a copy.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_