**Wayland Union Schools**

**Summative Teacher Evaluation Report**

**2016-2017**

|  |  |  |  |
| --- | --- | --- | --- |
| **Teacher:** |  | | |
| **Position/Teaching Assignment:** | | |  |
| **School:** |  | | |
| **Date of Evaluation Meeting:** | |  | |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **THE FOUR DOMAINS OF**  **TEACHING RESPONSIBILITY** | **Ineffective (0)** |  | **Minimally Effective (1)** |  | **Effective (2)** |  | **Highly Effective (3)** |  | **Not Applicable** |
| **Domain 1: Planning and Preparation** |  |  |  |  |  |  |  |  |  |
| 1a: Demonstrating Knowledge of Content & Pedagogy |  |  |  |  |  |  |  |  |  |
| 1b: Demonstrating Knowledge of Students |  |  |  |  |  |  |  |  |  |
| 1c: Setting Instructional Outcomes |  |  |  |  |  |  |  |  |  |
| 1d: Demonstrating Knowledge of Resources |  |  |  |  |  |  |  |  |  |
| 1e: Designing Coherent Instruction |  |  |  |  |  |  |  |  |  |
| 1f: Designing Student Assessments |  |  |  |  |  |  |  |  |  |
| **Evaluator Comments:** | | | | | | | | | |
| **Specific Performance Goals – include any recommended training** | | | | | | | | | |

|  | **IE** |  | **ME** |  | **E** |  | **HE** |  | **NA** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **DOmain 2: Classroom Environment (Mini observations)** |  |  |  |  |  |  |  |  |  |
| 2a: Creating an Environment of Respect and Rapport |  |  |  |  |  |  |  |  |  |
| 2b: Establishing a Culture for Learning |  |  |  |  |  |  |  |  |  |
| 2c: Managing Classroom Procedures |  |  |  |  |  |  |  |  |  |
| 2d: Managing Student Behavior |  |  |  |  |  |  |  |  |  |
| 2e: Organizing Physical Space |  |  |  |  |  |  |  |  |  |
| **Evaluator Comments:** | | | | | | | | | |
| **Specific Performance Goals – include any recommended training** | | | | | | | | | |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **IE** |  | **ME** |  | **E** |  | **HE** |  | **NA** |
| **DOMain 3: INSTRUCTION (Mini observations)** |  |  |  |  |  |  |  |  |  |
| 3a: Communicating with Students |  |  |  |  |  |  |  |  |  |
| 3b: Using Questioning and Discussion Techniques |  |  |  |  |  |  |  |  |  |
| 3c: Engaging Students in Learning |  |  |  |  |  |  |  |  |  |
| 3d: Using Assessment in Instruction |  |  |  |  |  |  |  |  |  |
| 3e: Demonstrating Flexibility and Responsiveness |  |  |  |  |  |  |  |  |  |
| **Evaluator Comments:** | | | | | | | | | |
| **Specific Performance Goals – include any recommended training** | | | | | | | | | |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **IE** |  | **ME** |  | **E** |  | **HE** |  | **NA** |
| **DOMain 4: Professional responsibilities** |  |  |  |  |  |  |  |  |  |
| 4a: Reflecting on Teaching |  |  |  |  |  |  |  |  |  |
| 4b: Maintaining Accurate Records |  |  |  |  |  |  |  |  |  |
| 4c: Communicating with Families |  |  |  |  |  |  |  |  |  |
| 4d: Participating in a Professional Community |  |  |  |  |  |  |  |  |  |
| 4e: Growing and Developing Professionally |  |  |  |  |  |  |  |  |  |
| 4f: Showing Professionalism |  |  |  |  |  |  |  |  |  |
| **Attendance** Record for the Year (Comments):  **Discipline** Record for the Year:  *\*In the event a teacher is issued a written reprimand or more serious discipline, the district reserves the right to reduce the overall rating at the end of the year.*  **Special Training, Accomplishments, and Contributions, related - above normal expectations (select Yes or No; include comments)**   |  | | --- | | Yes No | | | | | | | | | | |
| **Evaluator Comments:** | | | | | | | | | |
| **Specific Performance Goals – include any recommended training** | | | | | | | | | |

**Student Growth**

|  |  |
| --- | --- |
| **Building Goals and Attainment**  **Y5s-8th Grade: NWEA Fall to Spring Reading, Percentage of Students Meeting/Exceeding Typical Growth for Building**  **15 points** = 68% and Higher  **10 points** = 61 - 67%  **5 points** = 53 - 60%  **0 points** = 52% and Below  **9-12th Grade: SAT Evidence Based Reading and Writing, Percentage of Students Meeting or Exceeding ERW Benchmark for Building**  **15 points** = 61% and Higher  **10 points** = 58-60%  **5 points** = 57%  **0 points** = 56% and Below | **Individual Goals and Attainment** |
| **Past 1-3 Years Student Growth**  **4 points** = 0 minimally effective or ineffective building growth in past 1-3 years  **3 points** = 1 minimally effective or ineffective building growth in past 1-3 years  **2 points** =2 minimally effective or ineffective building growth in past 1-3 years  **1 point** =3 minimally effective or ineffective building growth in past 1-3 years |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **A** | **B** | **C** | **D** | **E** |
| **Component** | **Points Earned** | **Points Possible** | **Percent Earned (A/B)** | **Weight** | **Equated Points (C\*D)** |
| Frameworks Domain 1: Planning and Preparation |  | **18** |  | **10** |  |
| Frameworks Domain 2: Classroom Environment |  | **15** |  | **25** |  |
| Frameworks Domain 3: Instruction |  | **15** |  | **25** |  |
| Frameworks Domain 4: Professional Responsibilities |  | **18** |  | **15** |  |
| Building Goal |  | **15** |  | **10** |  |
| Individual Goal |  | **15** |  | **10** |  |
| Past 1-3 Years Student Growth |  | **4** |  | **5** |  |
| **Total Points / 100** | | | | |  |

**GENERAL COMMENTS BY EVALUATOR:**

|  |
| --- |
|  |

*\*Teachers receiving an ineffective rating for three consecutive years will be dismissed.*

|  |
| --- |
| Overall Rating:  *Highly Effective Effective Minimally Effective Ineffective*  (85-100 points) (65-84 points) (55-64 points) (< 55 points) |

I have received and discussed this evaluation. Date:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Employee Signature Evaluator Signature

**Attachments (please list if applicable)**

**IDP**

|  |  |  |
| --- | --- | --- |
| Required? Yes No | Type: Probationary Improvement | Reviewed and Signed? Yes No |