4 Elements of an Effective Educator's Evaluation Tool

Observation Summary

School:		Educator:	
School Year:		Evaluator:	
Date:			

STANDARD 1.1 LEARNER DEVELOPMENT				
Rubric Criteria	**Novice**	**Developing**	**Proficient**	**Distinguished**
Creating developmentally appropriate instruction	[ ]	[ ]	[ ]	[ ]
Adapting Instruction to meet student needs	[ ]	[ ]	[ ]	[ ]
Collaboration with stakeholders	[ ]	[ ]	[ ]	[ ]
What is Demonstrated		Possible Sources of Evidence provided by the teacher or evaluating administrator: may include, but are not limited to:		
Creating developmentally appropriate instruction				
Adapting instruction to meet student needs				
Collaboration with stakeholders				
Other				
Comments				

STANDARD 1.2 LEARNING DIFFERENCES				
Rubric Criteria	**Novice**	**Developing**	**Proficient**	**Distinguished**
Learning differences	[ ]	[ ]	[ ]	[ ]
Methods to build on prior	[ ]	[ ]	[ ]	[ ]

knowledge				
What is Demonstrated		Possible Sources of Evidence provided by the teacher or evaluating administrator: may include, but are not limited to:		
Learning Differences				
Methods to build on prior knowledge				
Other				
Comments				

STANDARD 1.3 LEARNING ENVIRONMENT				
Rubric Criteria	Novice	Developing	Proficient	Distinguished
Managing student behavior	[ ]	[ ]	[ ]	[ ]
Safe environment	[ ]	[ ]	[ ]	[ ]
Positive learning climate	[ ]	[ ]	[ ]	[ ]
What is Demonstrated		Possible Sources of Evidence provided by the teacher or evaluating administrator: may include, but are not limited to:		
Managing student behavior				
Positive learning climate				
Safe environment				
Other				
Comments				
Overall Rating for Element 1	Novice	Developing	Proficient	Distinguished
	[ ]	[ ]	[ ]	[ ]

STANDARD 2.1 KNOWLEDGE OF CONTENT				
Rubric Criteria	Novice	Developing	Proficient	Distinguished
Demonstrate content knowledge	[ ]	[ ]	[ ]	[ ]
Utilize content standards	[ ]	[ ]	[ ]	[ ]
Higher order thinking	[ ]	[ ]	[ ]	[ ]
Link new learning to prior knowledge	[ ]	[ ]	[ ]	[ ]
What is Demonstrated		Possible Sources of Evidence provided by the teacher or evaluating administrator: may include, but are not limited to:		

Demonstrate content knowledge	[
Utilize content standards	
Link new learning to prior knowledge	
Higher order thinking	
Other	
Comments	

STANDARD 2.2 CONTENT APPLICATION

Rubric Criteria	Novice	Developing	Proficient	Distinguished
Interdisciplinary connections	[ ]	[ ]	[ ]	[ ]
Real-world issues with critical thinking and problem solving	[ ]	[ ]	[ ]	[ ]
What is Demonstrated		Possible Sources of Evidence provided by the teacher or evaluating administrator: may include, but are not limited to:		
Interdisciplinary connections				
Real-world issues with critical thinking and problem solving				
Other				
Comments				
Overall Rating for Element 2	Novice	Developing	Proficient	Distinguished
	[ ]	[ ]	[ ]	[ ]

STANDARD 3.1 PLANNING

Rubric Criteria	Novice	Developing	Proficient	Distinguished
Multiple methods to demonstrate mastery/standard achievement	[ ]	[ ]	[ ]	[ ]
Appropriate resources & accommodations	[ ]	[ ]	[ ]	[ ]
Standards-based instruction	[ ]	[ ]	[ ]	[ ]
What is Demonstrated		Possible Sources of Evidence provided by the teacher or evaluating administrator: may include, but are not limited to:		
Multiple methods to demonstrate mastery/standard achievement				
Standards-based instruction				
Appropriate resources and				

accommodations	
Other	
Comments	

STANDARD 3.2 ASSESSMENT

Rubric Criteria	Novice	Developing	Proficient	Distinguished
Utilizing assessments for progress & decision making	[ ]	[ ]	[ ]	[ ]
Student awareness of criteria & standards	[ ]	[ ]	[ ]	[ ]
Student Feedback	[ ]	[ ]	[ ]	[ ]
What is Demonstrated		Possible Sources of Evidence provided by the teacher or evaluating administrator: may include, but are not limited to:		
Standards, assessment, and feedback				
Other				
Comments				

STANDARD 3.3 STRATEGIES

Rubric Criteria	Novice	Developing	Proficient	Distinguished
Educator Strategies	[ ]	[ ]	[ ]	[ ]
Utilizing multiple methods	[ ]	[ ]	[ ]	[ ]
21st Century Learning	[ ]	[ ]	[ ]	[ ]
Uses resources and technology to help student learning experiences.	[ ]	[ ]	[ ]	[ ]
What is Demonstrated		Possible Sources of Evidence provided by the teacher or evaluating administrator: may include, but are not limited to:		
Strategies and multiple methods; 21st Century model				
Other				
Comments				

Overall Rating for Element 3	Novice	Developing	Proficient	Distinguished
	[ ]	[ ]	[ ]	[ ]

STANDARD 4.1 PROFESSIONALISM AND PROFESSIONAL LEARNING

Rubric Criteria	Novice	Developing	Proficient	Distinguished
Engages in meaningful professional development	[ ]	[ ]	[ ]	[ ]
Relies on variety of data to reflect on practice	[ ]	[ ]	[ ]	[ ]

What is Demonstrated	Possible Sources of Evidence provided by the teacher or evaluating administrator: may include, but are not limited to:
Engages in meaningful professional development	
Relies on variety of data to reflect on practice	
Other	
Comments	

STANDARD 4.2 LEADERSHIP

Rubric Criteria	Novice	Developing	Proficient	Distinguished
Takes active role on instructional team & with community	[ ]	[ ]	[ ]	[ ]
Displays honesty & integrity	[ ]	[ ]	[ ]	[ ]
Complies with regulations	[ ]	[ ]	[ ]	[ ]
Engages stakeholders	[ ]	[ ]	[ ]	[ ]

What is Demonstrated	Possible Sources of Evidence provided by the teacher or evaluating administrator: may include, but are not limited to:
Takes active role on instructional team and with community	
Displays honesty and integrity	
Complies with regulations	
Other	
Comments	

Overall Rating for Element 4	Novice	Developing	Proficient	Distinguished
	[ ]	[ ]	[ ]	[ ]

I have read this Summative Evaluation, and the evaluating administrative supervisor has discussed it with me. My signature does not necessarily indicate agreement. (The teacher has ten (10) working days after presentation to respond in writing.)	
Educator Signature: _____	Evaluator Signature: _____
Date:	Date: