



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
	[]	[]	[]	[]

Overall Instructional Practice Summary Rating			
Novice Educator	Developing Educator	Proficient Educator	Distinguished Educator
[]	[]	[]	[]

Student Performance Measures				
Student Performance Measure #1	Student Performance Measure #2	Student Performance Measure #3	Student Performance Measure #4	Student Performance Measure #5
Met []				
Not Met []				
NA []				

Student Performance Measures Summary Rating			
Novice Educator	Developing Educator	Proficient Educator	Distinguished Educator
[]	[]	[]	[]

Final Summative Rating			
Novice Educator	Developing Educator	Proficient Educator	Distinguished Educator
[]	[]	[]	[]

[] Recommended for Contract Renewal	[] Recommended for a Plan of Assistance
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<input type="checkbox"/> Not Recommended for Contract Renewal	<input type="checkbox"/> Contract Renewal to be Determined at a later date
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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: <hr/>	Evaluator Signature: <hr/>
Date:	Date: