

## Wayland Union Schools Summative Teacher Evaluation Report

**Teacher:**

**Position/Teaching Assignment:**

**School:**

**Date of Evaluation Meeting:**

<b>THE FOUR DOMAINS OF TEACHING RESPONSIBILITY</b>	I n e f f e c t i v e  0	1	M i n i m a l l y E f f e c t i v e  1	2	3	H i g h l y E f f e c t i v e  3	N o t A p p l i c a b l e
<b>DOMAIN 1: PLANNING AND PREPARATION</b>							
1a: Applying Knowledge of Content and Pedagogy							
1b: Knowing and Valuing Students							
1c: Setting Instructional Outcomes							
1d: Using Resources Effectively							
1e: Planning Coherent Instruction							
1f: Designing and Analyzing Assessments							
<b>Evaluator Comments:</b>							

**Specific Performance Goals - include any recommended training**

	IE		ME		E		HE		NA
<b>DOMAIN 2: LEARNING ENVIRONMENTS (MINI OBSERVATIONS)</b>									
2a: Cultivating Respectful and Affirming Environments									
2b: Fostering a Culture for Learning									
2c: Maintaining Purposeful Environments									
2d: Supporting Positive Student Behavior									
2e: Organizing Spaces for Learning									

**Evaluator Comments:**

**Specific Performance Goals - include any recommended training**

	IE		ME		E		HE		NA
<b>DOMAIN 3: LEARNING EXPERIENCES (MINI OBSERVATIONS)</b>									
3a: Communicating About Purpose and Content									
3b: Using Questioning and Discussion Techniques									
3c: Engaging Students in Learning									
3d: Using Assessment for Learning									

**Evaluator Comments:**

**Specific Performance Goals - include any recommended training**

	IE		ME		E		HE		NA
<b>DOMAIN 4: PRINCIPLED TEACHING</b>									
4a: Engaging in Reflective Practices									
4b: Documenting Student Progress									
4c: Engaging Families and Communities									
4d: Contributing to School Community and Culture									
4e: Growing and Developing Professionally									
4f: Acting in Service of Students									

**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**

**Student Growth Data**

Depending on the grade level/content taught, teachers will be assigned to a multiplier column (column D, E, or F), depending on the applicable assessment for their content area. Teachers will only be assigned to one category and categories shall be prioritized as follows:

- State Growth Assessed
- NWEA Growth Assessed
- Non-Assessed Grades/Subjects

**M-STEP ELA/Math Growth** - Teachers of grades 4-8 Math and/or ELA, will use column D as their multiplier. M-STEP data for the previous three years will be used according to the MDE M-STEP Student Growth Percentile Rubric

**NWEA**- Teachers of grades K-3 Math and/or ELA, will use column E as their multiplier. NWEA data (the percentage of students who meet/exceed expected growth) for the current year and two previous two years will be averaged. If a teacher teaches math and ELA, both content areas will be included in the average. If a teacher teaches only math or only ELA, only those scores will be included in the average.

**15 points** = 68% and Higher

**10 points** = 56 - 67%

**5 points** = 50 - 55%

**0 points** = 49% and Below

**Non-Assessed Grades/Subjects**- Teachers who do not fall into one of the categories above will be assigned to the Non-Assessed Grades/Subjects multiplier. This category utilizes the building goal to assess student growth.

**Individual Goals and Attainment**

**Building Goals and Attainment**

**Y5s-8<sup>th</sup> Grade: NWEA Fall to Spring Reading, Percentage of Students Meeting/Exceeding Typical Growth for Building**

- 7.5 points** = 68% and Higher
- 5 points** = 56 - 67%
- 2.5 points** = 50 - 55%
- 0 points** = 49% and Below

**Y5s-8<sup>th</sup> Grade: NWEA Fall to Spring Math, Percentage of Students Meeting/Exceeding Typical Growth for Building**

- 7.5 points** = 68% and Higher
- 5 points** = 56 - 67%
- 2.5 points** = 50 - 55%
- 0 points** = 49% and Below

**9-12<sup>th</sup> 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

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>
<b>Component</b>	<b>Points Earned</b>	<b>Points Possible</b>	<b>Percent Earned (A/B)</b>	<b>Weight State Growth Assessed Grades/Subjects</b>	<b>Weight NWEA Growth Assessed Grades/Subjects</b>	<b>Weight Non-Assessed Grades/Subjects</b>	<b>Equated Points (C*D, E, or F)</b>
Frameworks Domain 1: Planning and Preparation		<b>18</b>		<b>10</b>	<b>10</b>	<b>10</b>	
Frameworks Domain 2: Classroom Environment		<b>15</b>		<b>20</b>	<b>20</b>	<b>20</b>	
Frameworks Domain 3: Instruction		<b>15</b>		<b>20</b>	<b>20</b>	<b>20</b>	
Frameworks Domain 4: Professional Responsibilities		<b>18</b>		<b>10</b>	<b>10</b>	<b>10</b>	
Student Growth: Reading Building Goal (K-8)		<b>7.5</b>		<b>5</b>	<b>5</b>	<b>10</b>	
Student Growth: Math Building Goal (K-8)		<b>7.5</b>		<b>5</b>	<b>5</b>	<b>10</b>	
Student Growth: SAT EBRW Goal (HS Only)		<b>15</b>				<b>20</b>	
Student Growth: State		<b>4</b>		<b>20</b>			

Assessment Data							
Student Growth NWEA Assessed Data		15			20		
Individual Goal		15		10	10	20	
Total Points:							

**GENERAL COMMENTS BY EVALUATOR:**

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

Overall Rating:	<i>Highly Effective</i> (85-100 points)	<i>Effective</i> (65-84.99 points)	<i>Minimally Effective</i> (55-64.99 points)	<i>Ineffective</i> (< 55 points)
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I have received and discussed this evaluation.

Date:

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Employee Signature

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Evaluator Signature

**Attachments (please list if applicable)**

**IDP**

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