

## Teacher Summative Evaluation SY15-16

The focus of teacher evaluation is ongoing professional growth. Periodically, performance must be evaluated to acknowledge growth as well as opportunities to improve. At the end of each school year, teachers will receive a summative score and performance rating of Distinguished, Proficient, Basic or Unsatisfactory, based on the performance levels of the Framework for Teaching by Charlotte Danielson.

Three measures of teaching proficiency are used to determine a teacher's summative score and performance rating: teacher observations, a teacher portfolio, and instructional time as indicated by teacher attendance. Two or three teacher observations (depending on tenure status) are conducted, and the scores are averaged to create a single score between 1 and 4. The average of the teacher observations represents 60% of the Final Summative Score. The teacher portfolio score represents 30% of the Final Summative Score. The teacher's instructional time as indicated by attendance and timeliness represents 10% of the Final Summative Score. The Final Summative Evaluation Score is calculated in TalentEd by

1. Adding each of the observation scores together and dividing by the number of observations to obtain a Total Observation Score.
2. Multiplying the Total Observation Score by .60 to obtain a weighted Observation Score that is 60% of the Final Summative Evaluation Score.
3. Multiplying the Total Teacher Portfolio score by .30 to obtain a weighted Teacher Portfolio Score that is 30% of the Final Summative Evaluation Score.
4. Multiplying the Total Instructional Time score by .10 to obtain a weighted Total Instructional Time score that is 10% of the Final Summative Evaluation Score.
5. Adding the weighted Observation, the Portfolio, and Total Instructional scores to obtain a Final Evaluation Score between 1 and 4.
6. Using the Final Summative Score to determine the teacher's performance rating for the current school year based on the established VIDE cut scores for performance levels. The four levels are:

4 = Distinguished/ 3 = Proficient/ 2 = Basic/ 1 = Unsatisfactory

### Observation 1 Score

*1<sup>st</sup> Observation Score is transferred in from the 1<sup>st</sup> Teacher Observation Danielson Framework for Teaching Form TalentEd*

### Observation 2 Score

*2<sup>nd</sup> Observation Score is transferred in from the 1<sup>st</sup> Teacher Observation Danielson Framework for Teaching Form in TalentEd*

### Observation 3 (if the teacher is a probationary teacher or a 3<sup>rd</sup> observation was requested)

*3<sup>rd</sup> Observation Score is transferred in from the 1<sup>st</sup> Teacher Observation Danielson Framework for Teaching Form in TalentEd*

**Total Teacher Observation Score** (weighted 60%)

*(TalentEd calculates the Total Teacher Observation Score.) Average of Observation 1 score, Observation 2 score and Observation 3 score.*

**Total Teacher Portfolio Score** (weighted 30%)

*(Teacher Portfolio Score (including TPGP) is transferred from the Teacher Portfolio Scoring Form in TalentEd.)*

**Total Instructional Time Score** (weighted 10%)

*(Teacher's Instructional Time Score is transferred from the Teacher Instructional Time Scoring Form in TalentEd.)*

**Final Summative Score**

*(TalentEd calculates the Final Teacher Summative Score.)  
[Total teacher observation score \* .60] + [Total Teacher Portfolio Score \* .30] + {Attendance Score \* .10}.*

**\*Final Performance Rating**

*(TalentEd assigns the Final Teacher Summative Rating based on the Final Teacher Summative Score.)*

**\*For the SY 2015-16, performance ratings will be assigned when cut scores for performance levels are determined after the end of the school year.**

**Principal Comments:****Teacher Comments:**