

Diocese of Gaylord

Teacher

Summative Performance Evaluation Form

Teacher's Name:	Building:
Grade/Subject:	Date:

Levels of Performance: 1 = Meets Expectations 2 = Needs Improvement 3 = Not Acceptable	<p>1 = Meets Expectations – The teacher demonstrates an understanding of the concept underlying the component and implements it effectively.</p> <p>2 = Needs Improvement – The teacher demonstrates an understanding of the concept underlying the component, but is not yet consistent in implementing it effectively.</p> <p>3 = Not acceptable – The teacher does not yet demonstrate an understanding of the concepts underlying the component. Student learning may be jeopardized.</p>
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Teacher Performance Criteria:	Rating
Demonstrates/gives evidence of the following traits, competencies or professional standards:	
<i>Area I: Spiritual Leadership</i>	
<ul style="list-style-type: none"> • Worships regularly as active member of a local <i>Christian Community</i>. 	
<ul style="list-style-type: none"> • Models Catholic Christian values, respect, and compassion for entire school community. 	
<ul style="list-style-type: none"> • Articulates and shares faith experiences. 	
<ul style="list-style-type: none"> • Must have an understanding of Catholic doctrine, practices, and sacramental life. 	
<ul style="list-style-type: none"> • Behavior and conduct that serves as positive “<i>Christ-like</i>” examples for both students and adults. 	
<ul style="list-style-type: none"> • Treats students and others with respect and dignity. 	
<i>Area II: Building Community</i>	
<ul style="list-style-type: none"> • Establishes a classroom community of Christian faith that nurtures character, commitment, and compassion. 	
<ul style="list-style-type: none"> • Demonstrates enthusiasm for the Universal Church, teaching, and working with students. 	
<ul style="list-style-type: none"> • Establishes procedures and routines that assure safety, success, and the most effective use of instructional time. 	
<ul style="list-style-type: none"> • Develops classrooms rules that are rooted in Scripture (Golden Rule, Decalogue, Beatitudes). 	
<ul style="list-style-type: none"> • Nurtures a non-threatening atmosphere conducive to learning and self-discipline. 	
<ul style="list-style-type: none"> • Establishes a physical environment that is visibly Catholic, promotes efficient learning, and minimizes behavioral problems. 	

Teacher	Summative Performance Evaluation Form Page 2 (Continued)	Rating
Area III: Designing Learning		
<ul style="list-style-type: none"> • Displays knowledge of specific content area standards and benchmarks. (<i>“What do we want kids to know, be able to do and understand?”</i>) 		
<ul style="list-style-type: none"> • Differentiates instruction. Attends to the individual needs of all students and to the development of responsible learners. 		
<ul style="list-style-type: none"> • Clearly articulates instructional goals. 		
<ul style="list-style-type: none"> • Effectively uses instructional strategies, materials, resources and interventions for all students. 		
<ul style="list-style-type: none"> • Works collaboratively with colleagues using <i>Backward Design</i> theory to create common units and lesson plans, and by sharing effective strategies and best practices. Wiggins & McTighe, <i>Understanding by Design</i> 		
<ul style="list-style-type: none"> • Work collaboratively with colleagues to advance student learning by developing robust common targets and common assessments, annually reviewing and updating assessment practices. (<i>“How will we know when they know it?”</i>) 		
Area IV: Managing Learning		
<ul style="list-style-type: none"> • Communicates effectively both verbally and nonverbally. 		
<ul style="list-style-type: none"> • Collaboratively determines enduring understandings of each unit and asks high quality questions. 		
<ul style="list-style-type: none"> • Facilitates learning experiences and differentiated instruction. 		
<ul style="list-style-type: none"> • Gives feedback and develops interventions that are school-wide, systematic and timely. (<i>“How will we respond if they don’t know it or already know it?”</i>) 		
<ul style="list-style-type: none"> • Makes adjustments and uses data to drive instruction. 		
Area V: Communication & Teamwork		
<ul style="list-style-type: none"> • Actively participates and contributes to all PLC’s as assigned. Works collaboratively to plan grade level instruction and determines pacing. 		
<ul style="list-style-type: none"> • Keeps accurate records. 		
<ul style="list-style-type: none"> • Demonstrates effective listening skills with students, parents, and co-workers. 		
<ul style="list-style-type: none"> • Effectively communicates with families by clearly articulating school/district expectations and by responding to parent inquiries in a professional and timely manner. 		
<ul style="list-style-type: none"> • Serves and advocates for students. 		
Area VI: Professional & Spiritual Growth		
<ul style="list-style-type: none"> • Develops spiritually by actively nurturing faith through prayer, study, community, and spiritual direction. 		
<ul style="list-style-type: none"> • Seeks frequent reflection of faith life, vocation, and leadership. 		
<ul style="list-style-type: none"> • Assumes professional and spiritual leadership. 		
<ul style="list-style-type: none"> • Develops professionally. 		

Comments concerning performance criteria:**Comments concerning classroom observations:****Strengths:****Concerns:** (areas where improvement or assistance is needed; formal action plan must be documented and be implemented):**Summative evaluation of overall performance:**

I have reviewed this evaluation and discussed the contents with the administrator. I have been informed of my evaluation and have been provided with the opportunity to make comments. My signature does not necessarily imply agreement with the assessment; merely that I have reviewed it and understand that it will be placed in my personnel file.

Teacher remarks attached: _____ Yes _____ No

Formal action plan attached: _____ Yes _____ No

Teacher's Signature_____
Date_____
Principal's Signature_____
Date

Teacher

Summative Performance Evaluation Form Page 4 *(optional)*
Teacher's comments regarding evaluation