

Name: _____ Appraiser: _____ Date: _____ Campus: _____ Assignment/Grade: _____

Beginning Time: _____ **PROFESSIONAL DEVELOPMENT AND APPRAISAL SYSTEM** Ending Time: _____

- Observation Summary
 Summative Annual Appraisal

Domain I: Active, Successful Student Participation in the Learning Process

	Exceeds (x 5)	Proficient (x 3)	Below (x 1)	Unsatis- factory (x 0)	
1. Engaged in learning	1.____	1.____	1.____	1.____	
2. Successful in learning	2.____	2.____	2.____	2.____	
3. Critical thinking/ problem solving	3.____	3.____	3.____	3.____	
4. Self-directed	4.____	4.____	4.____	4.____	
5. Connects learning	5.____	5.____	5.____	5.____	
					TOTAL
SUBTOTAL					

Total: 20 to 25 Exceeds Expectations
 12 to 19 Proficient
 4 to 11 Below Expectations
 0 to 3 Unsatisfactory

Comments: _____

Strengths

Areas to Address

Domain II: Learner-Centered Instruction

	Exceeds (x 5)	Proficient (x 3)	Below (x 1)	Unsatis- factory (x 0)	
1. Goals and objectives	1.____	1.____	1.____	1.____	
2. Learner-centered	2.____	2.____	2.____	2.____	
3. Critical thinking and problem solving	3.____	3.____	3.____	3.____	
4. Motivational strategies	4.____	4.____	4.____	4.____	
5. Alignment	5.____	5.____	5.____	5.____	
6. Pacing/sequencing	6.____	6.____	6.____	6.____	
7. Value and importance	7.____	7.____	7.____	7.____	
8. Appropriate question- ing and inquiry	8.____	8.____	8.____	8.____	
9. Use of technology	9.____	9.____	9.____	9.____	
					TOTAL
SUBTOTAL					

Total: 37 to 45 Exceeds Expectations
 23 to 36 Proficient
 7 to 22 Below Expectations
 0 to 6 Unsatisfactory

Comments: _____

Strengths

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Domain III: Evaluation and Feedback on Student Progress

	Exceeds (x 5)	Proficient (x 3)	Below (x 1)	Unsatis- factory (x 0)	
1. Monitored and assessed	1.____	1.____	1.____	1.____	
2. Assessment and instruction are aligned	2.____	2.____	2.____	2.____	
3. Appropriate assessment	3.____	3.____	3.____	3.____	
4. Learning reinforced	4.____	4.____	4.____	4.____	
5. Constructive feedback	5.____	5.____	5.____	5.____	
6. Relearning and re-evaluation	6.____	6.____	6.____	6.____	
					TOTAL
SUBTOTAL					

Total: 25 to 30 Exceeds Expectations
 15 to 24 Proficient
 5 to 14 Below Expectations
 0 to 4 Unsatisfactory

Comments: _____

Strengths

Areas to Address

Domain IV: Management of Student Discipline, Instructional Strategies, Time, and Materials

	Exceeds (x 5)	Proficient (x 3)	Below (x 1)	Unsatis- factory (x 0)	
1. Discipline procedures	1.____	1.____	1.____	1.____	
2. Self-discipline and self-directed learning	2.____	2.____	2.____	2.____	
3. Equitable teacher-student interaction	3.____	3.____	3.____	3.____	
4. Expectations for behavior	4.____	4.____	4.____	4.____	
5. Redirects disruptive behavior	5.____	5.____	5.____	5.____	
6. Reinforces desired behavior	6.____	6.____	6.____	6.____	
7. Equitable and varied characteristics	7.____	7.____	7.____	7.____	
8. Manages time and materials	8.____	8.____	8.____	8.____	TOTAL
SUBTOTAL					

Total: 34 to 40 Exceeds Expectations
 20 to 33 Proficient
 6 to 19 Below Expectations
 0 to 5 Unsatisfactory

Comments: _____

Strengths

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Domain V: Professional Communication

	Exceeds (x 5)	Proficient (x 3)	Below (x 1)	Unsatis- factory (x 0)	
1. Written with students	1.____	1.____	1.____	1.____	
2. Verbal/non-verbal with students	2.____	2.____	2.____	2.____	
3. Reluctant students	3.____	3.____	3.____	3.____	
4. Written with parents, staff, community members, and other professionals.	4.____	4.____	4.____	4.____	
5. Verbal/non-verbal with parents, staff, community members, and other professionals.	5.____	5.____	5.____	5.____	
6. Supportive, courteous	6.____	6.____	6.____	6.____	TOTAL
SUBTOTAL					

Total: 25 to 30 Exceeds Expectations
 15 to 24 Proficient
 5 to 14 Below Expectations
 0 to 4 Unsatisfactory

Comments:

Domain VI: Professional Development

	Exceeds (x 5)	Proficient (x 3)	Below (x 1)	Unsatis- factory (x 0)	
1. Campus/district goals	1.____	1.____	1.____	1.____	
2. Student needs	2.____	2.____	2.____	2.____	
3. Prior performance appraisal	3.____	3.____	3.____	3.____	
4. Improvement of student performance	4.____	4.____	4.____	4.____	TOTAL
SUBTOTAL					

Total: 16 to 20 Exceeds Expectations
 9 to 15 Proficient
 3 to 8 Below Expectations
 0 to 2 Unsatisfactory

Comments:

Strengths

Areas to Address

Strengths

Areas to Address

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Domain VII: Compliance With Policies, Operating Procedures, and Requirements

	Exceeds (x 5)	Proficient (x 3)	Below (x 1)	Unsatis- factory (x 0)	
1. Policies, procedures, and legal require- ments	1. _____	1. _____	1. _____	1. _____	
2. Verbal/written directives	2. _____	2. _____	2. _____	2. _____	
3. Environment	3. _____	3. _____	3. _____	3. _____	
					TOTAL
SUBTOTAL					

Total: 13 to 15 Exceeds Expectations
 9 to 12 Proficient
 3 to 8 Below Expectations
 0 to 2 Unsatisfactory

Comments:

Strengths	Areas to Address
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Domain VIII: Improvement of Academic Performance Of All Students on the Campus

	Exceeds (x 5)	Proficient (x 3)	Below (x 1)	Unsatisfactory (x 0)	
1. Aligns instruction	1.____	1.____	1.____	1.____	
2. Analyzes state assessment data	2.____	2.____	2.____	2.____	
3. Appropriate sequence	3.____	3.____	3.____	3.____	
4. Appropriate materials	4.____	4.____	4.____	4.____	
5. Monitors student performance	5.____	5.____	5.____	5.____	
6. Monitors attendance	6.____	6.____	6.____	6.____	
7. Students in at-risk situations	7.____	7.____	7.____	7.____	
8. Appropriate plans for intervention	8.____	8.____	8.____	8.____	
9. Modifies and adapts	9.____	9.____	9.____	9.____	
					TOTAL 1-9
SUBTOTAL 1-9					

Comments: _____

Strengths	Areas to Address

PLUS 10. Campus Performance Rating of:

A. Met Standard/
Met Alternative = 2 _____
Improvement Needed = 0 _____

FINAL TOTAL DOMAIN VIII

(Sum of 1-10)

****Teacher's 1ST Year on Campus**

Total: 37 to 45
23 to 36
7 to 22
0 to 6

Teacher's Subsequent Years on Campus

Exceeds Expectations
Proficient
Below Expectations
Unsatisfactory

38 to 47
24 to 37
8 to 23
0 to 7

**Campus performance rating not scored as per Commissioner's Rules, Ch. 150.1002(f)

Signature of Appraiser: _____ Date: _____
 My appraiser has given me a copy of this Observation Summary Report.
 Signature of Teacher: _____ Date: _____

Observation Summary

Signature of Appraiser: _____ Date: _____
 My appraiser and I have discussed this Summative Annual Appraisal Report.
 Signature of Teacher: _____ Date: _____

Summative Annual Appraisal