SpEd EDUCATOR
SUMMATIVE EVALUATION

Educator: _____   Assignment: _____

Employee ID #: _____   Date: _____

School: _____   School Year: _____

SUMMATIVE EVALUATION PRE-CONFERENCE
To be completed before employee conference

1   Review of observation data   Optional Comments:
☐ No
☐ Yes

2   Review of survey data   Optional Comments:
☐ No
☐ Yes

3   Review of applicable student data   Optional Comments:
☐ No
☐ Yes

PLAN

4   (P.1) Analyzes and uses ongoing assessment data to guide instructional planning

☐ Ineffective   Optional Comments:
☐ Moderately Effective
☐ Effective
☐ Highly Effective

5   (P.2) Designs instruction to meet or exceed DESK standards

☐ Ineffective   Optional Comments:
☐ Moderately Effective
☐ Effective
☐ Highly Effective

6   (P.3) Constructs relevant, meaningful learning experiences which meet individual learning needs

☐ Ineffective   Optional Comments:
☐ Moderately Effective
☐ Effective
☐ Highly Effective

7   (P.4) Sequences and scaffolds lessons which balance depth and breadth

☐ Ineffective   Optional Comments:
☐ Moderately Effective
☐ Effective
☐ Highly Effective

TEACH

8   (T.1) Articulates learning goals, content, instructions, and expectations clearly

☐ Ineffective   Optional Comments:
☐ Moderately Effective
☐ Effective
☐ Highly Effective

9   (T.2) Engages students in a variety of best practice instructional strategies and learning activities

☐ Ineffective   Optional Comments:
☐ Moderately Effective
☐ Effective
☐ Highly Effective

10   (T.3) Utilizes instructional time wisely and paces effectively

☐ Ineffective   Optional Comments:
☐ Moderately Effective
☐ Effective
☐ Highly Effective

11   (T.4) Displays enthusiasm and clear interest in the subject while ensuring students learn

☐ Ineffective   Optional Comments:
☐ Moderately Effective
☐ Effective
☐ Highly Effective

12   (T.5) Uses instructional strategies to promote higher levels of thinking

☐ Ineffective   Optional Comments:
☐ Moderately Effective
☐ Effective
☐ Highly Effective

CHECK

13   (C.1) Utilizes a variety of informative checks to guide immediate adjustments during instruction and/or to guide re-teaching or enrichment activities

☐ Ineffective   Optional Comments:
☐ Moderately Effective
☐ Effective
☐ Highly Effective

14   (C.2) Provides opportunities for students with diverse learning needs to demonstrate understanding

☐ Ineffective   Optional Comments:
☐ Moderately Effective
☐ Effective
☐ Highly Effective

15   (C.3) Provides specific, timely, and ongoing formative feedback to inform students of progress

☐ Ineffective   Optional Comments:
☐ Moderately Effective

☐ Effective

☐ Highly Effective

16 (C.4) Provides opportunities for students to set personal academic goals and self-assess progress

☐ Ineffective   Optional Comments:

☐ Moderately Effective

☐ Effective

☐ Highly Effective

ENVIRONMENT

17 (E.1) Fosters an environment where educators and students are positive and respectful

☐ Ineffective   Optional Comments:

☐ Moderately Effective

☐ Effective

☐ Highly Effective

18 (E.2) Demonstrates caring and understanding within an environment of high expectations

☐ Ineffective   Optional Comments:

☐ Moderately Effective

☐ Effective

☐ Highly Effective

19 (E.3) Creates an inviting and safe learning environment through effective classroom organization, procedures, and behavior management

☐ Ineffective   Optional Comments:

☐ Moderately Effective

☐ Effective

☐ Highly Effective

PROFESSIONALISM

20 (PRO.1) Engages in self-reflection and professional learning for continuous growth and expertise in content and pedagogy

☐ Ineffective   Optional Comments:

☐ Moderately Effective

☐ Effective

☐ Highly Effective

21 (PRO.2) Collaborates and cultivates productive relationships with staff, students, parents, administrators, and community to improve learning

☐ Ineffective   Optional Comments:

☐ Moderately Effective

☐ Effective

☐ Highly Effective

22 (PRO.3) Approaches challenges and changes positively in a problem-solving manner

☐ Ineffective   Optional Comments:

☐ Moderately Effective
☐ Effective
☐ Highly Effective

23 Adheres to all school, district, and state policies and procedures with consistency.

☐ No (comments required)   Comments:

☐ Yes (comments optional)

24 Commendations, Recommendations, Other:

SUMMATIVE EVALUATION CONFERENCE
To be completed with employee

PROFESSIONAL GROWTH PLAN:

25 Educator has reviewed Evaluate Davis survey data, and has responded by making adjustments as needed.

☐ Did not review

☐ Reviewed, but did not make adjustments to practice

☐ Reviewed, and made adjustments to practice   Optional Comments:

☐ Reviewed, scores indicated changes were not needed

26 Professional Development Review

☐ Complete   Optional Comments:

27 Professional Contributions (please list)

☐ Complete   List:

28 (PRO.4) Makes professional contributions to school, district, and school community

☐ Ineffective   Optional Comments:

☐ Moderately Effective

☐ Effective

☐ Highly Effective

REVIEW OF GOALS

Performance Goal #1	☐ No progress toward goal	☐ Progress made toward goal	☐ Met goal
Academic Goal #2	☐ No progress toward goal	☐ Progress made toward goal	☐ Met goal
Academic Goal #3	☐ No progress toward goal	☐ Progress made toward goal	☐ Met goal

_____   _____   _____   _____
Educator Signature   *Date*   *Supervisor Signature*   *Date*