

**Teacher****SUMMATIVE PERFORMANCE APPRAISAL FORM**

Teacher's Name \_\_\_\_\_

Building/School: \_\_\_\_\_

Grade/Subject \_\_\_\_\_

Date: \_\_\_\_\_

**Levels of Performance:**

<b>Highly Effective</b>	<b>4</b>	The teacher <b>demonstrates mastery</b> of the concept underlying the component and implements it <b>highly effectively</b> . <i>Strong evidence and specific incident(s) must be provided for this rating in additional info section.</i>
<b>Effective</b>	<b>3</b>	The teacher <b>demonstrates understanding</b> of the concept underlying the component and implements it <b>effectively</b> .
<b>Minimally Effective</b>	<b>2</b>	The teacher <b>demonstrates an understanding</b> of the concept underlying the component but is not yet <b>consistent</b> in implementing it <b>effectively</b> .
<b>Ineffective</b>	<b>1</b>	The teacher <b>does not yet demonstrate an understanding</b> of the concepts underlying the component. Student learning may be jeopardized.

**Teacher Performance Criteria:**

Teacher demonstrates/gives evidence of the following traits, competencies or professional standards:

**Area I: Spiritual Leadership****RATING**

- Models Catholic Christian Values, respect, dignity, and compassion by personal example towards the entire school community.
- Successfully plans for and leads others in prayer and worship beyond those required or assigned.
- Worships regularly as active member of a local Christian Community.
- Encourages student participation in social justice programs, as well as parish and school ministries.
- Understands Catholic doctrine, practices, and sacramental life.
- Displays high level of ethics, professionalism, and "Christ-like" behavior in and outside the classroom.

**Details/Additional Information:****Area II: Classroom Culture/Environment****RATING**

- Develops a classroom community of Catholic faith through respectful interactions that nurture character, commitment, and compassion.
- Conveys importance of the content and learning with clear expectations for learning and achievement; students have pride in their work.
- Implements procedures and routines that effectively and consistently assures success, the most effective use of instructional time, and student engagement.
- Nurtures a non-threatening atmosphere conducive to safety, learning, and self-discipline.
- Establishes a physical environment that promotes efficient learning and minimizes behavioral problems.
- Creates a physical environment that is visibly Catholic.

**Details/Additional Information:**

**Teacher****SUMMATIVE PERFORMANCE APPRAISAL FORM****Area III: Designing and Planning Instruction****RATING**

- Displays knowledge of specific content area standards and benchmarks.
- Clearly articulates learning targets within instructional planning.
- Effectively incorporates instructional strategies, materials, resources and interventions for all students.
- Work collaboratively with colleagues to advance student learning by developing robust common targets and common assessments, reviewing and updating assessment practices frequently.
- Formal lesson plans are timely, consistent, and contribute to student learning.
- Instructional plans and strategies infuse Catholic philosophy in all areas of the curriculum.

**Details/Additional Information:****Area IV: Instructional Implementation****RATING**

- Communicates expectations for learning and directions for activities; explanations of content are presented utilizing a variety of modalities.
- Instruction provides for maximum use of time to increase student learning
- Facilitates authentic and engaging learning experiences infused with differentiated instruction.
- Student assessment is fully aligned with instructional outcomes.
- Student feedback is timely and has clear criteria and standards that show evidence of student growth.
- Data is utilized to assess the quality of the lesson, make adjustments, and promote the successful learning of all students.

**Details/Additional Information:****Area V: Communication & Collaboration****RATING**

- Actively participates and contributes to all PLC's as assigned. Works collaboratively to plan grade level instruction, assessment and determines pacing.
- Participates actively in the professional community, in school and parish events and projects, and maintains positive and productive relationships with colleagues.
- Instructional and non-instructional records are accurate, efficient, and effective.
- Develops positive and productive partnerships with students, parents, and co-workers while maintaining confidentiality and professionalism.
- Effectively communicates with families by clearly articulating school/district expectations and by responding to parent inquiries in a professional and timely manner.
- Provides necessary support for student to successfully complete the program.

**Details/Additional Information:**

**Teacher****SUMMATIVE PERFORMANCE APPRAISAL FORM****Area VI: Professional & Spiritual Growth****RATING**

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| • Seeks feedback from supervisors and colleagues.  |  |
| • Reflects and understands that teaching in a Catholic school is a ministry of the Church.                                 |  |
| • Actively participates in professional development opportunities, enhancement of content knowledge and pedagogical skill. |  |
| • Initiates activities to contribute to the profession.  |  |
| • Actively participates in religious development; enhancement of spiritual growth.   |  |
| • Initiates activities to contribute to spiritual growth.  |  |

**Details/Additional Information:****Comments concerning performance criteria:****Comments concerning classroom observations:****Strengths:****Concerns:** (areas where improvement or assistance is needed; formal action plan must be documented and implemented.)

**Teacher****SUMMATIVE PERFORMANCE APPRAISAL FORM****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 ☐ NoFormal action plan attached: ☐ Yes ☐ No\_\_\_\_\_  
Teacher's Signature\_\_\_\_\_  
Date\_\_\_\_\_  
Principal's Signature\_\_\_\_\_  
Date**Teacher's comments regarding evaluation  
(Optional)**