**Appendix M - Gadsden County Annual Evaluation Report for**

**Category I Personnel: 1-3 Years of Service**

***Instructional Practice and Student Performance Scores (VAM)***

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| **Teacher:** |  |  | **Years of Service:** |  |
| **School:** |  |  | **Current Assignment:** |  |
|  |  |  |  |  |
| **Evaluator:** |  | **Date:** |

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| This form serves as a permanent record of an administrator’s evaluation of a teacher’s performance during a specific period based on specific criteria as it relates to the individual’s **instructional practice and student performance scores (VAM)**  using the Art and Science of Teaching Framework.**Directions:** Complete each of the sections (1-3) by assigning a rating of the teacher’s performance; sign the form and obtain the signature of the teacher.  |
| 1. **Status Score**
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| The teacher’s status score reflects his/her overall understanding and application of the Four Marzano Teacher Evaluation Domains: Domain 1: Classroom Strategies and Behaviors; Domain 2: Planning and Preparing; Domain 3: Reflecting on Teaching; and Domain 4: Collegiality and Professionalism. **Directions:** Use may use **Appendix P-Category I Status Score Worksheet** to compute the teacher’s overall status score. You will need to obtain data for each of the Four Domains in order to compute a weighted overall score. Reference the Overall Status Score number in the cell highlighted in **green** in the spreadsheet. |
| **Domain 1 Sources of Evidence** (select all that apply)**:**❒ Formal Observation❒ Informal, Announced Observation❒ Informal Unannounced Observation❒ Walkthrough❒ Artifacts: ❒ Other: **Domain 2 Sources of Evidence** (select all that apply)**:**❒ Planning (Pre) Conference❒ Artifacts: ❒ Other: **Domain 3 Sources of Evidence** (select all that apply)**:** ❒ Self-Assessment❒ Reflection (Post) Conference❒ Professional Growth Plan❒ Artifacts: ❒ Other: **Domain 4 Sources of Evidence** (select all that apply)**:**❒ Conferences❒ Discussions❒ Artifacts: ❒ Other:  | **Evaluator Comments:** |
| **❒ HIGHLY EFFECTIVE (4)** | ❒ **EFFECTIVE (3)** | ❒ **NEEDS IMPROVING/DEVELOPING (2)** | ❒**UNSATISFACTORY (1)** |
| Overall Status Score of3.5 – 4.0 | Overall Status Score of2.5 – 3.4 | Overall Status Score of1.5 – 2.4 | Overall Status Score of1.0 – 1.4 |

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| 1. **Deliberate Practice Plan or Individual Professional Development Plan (IPDP) Score**
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| The deliberate practice or individual professional development plan score reflects 5% of the teacher’s overall instructional practice calculation. The combined weight of the two scores is 50%. See **Table 9: Deliberate Practice Cut Scores** for rubric.**Directions:** Use the rubric in **Table 9** to indicate the teacher’s deliberate practice score (IPDP). Scores will range from 1 to 4. |
| **Evaluator Comments:** |
| ❒ **HIGHLY EFFECTIVE (4)** | ❒ **EFFECTIVE (3)** | ❒ **NEEDS IMPROVING/****DEVELOPING (2)** | ❒ **UNSATISFACTORY (1)** |
| Overall Final Score of 4.0 | Overall Final Score of  3.0 | Overall Final Score of 2.0 | Overall Final Score of 1.0  |

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| **3. Final Score** |
| The final score consists of the status score, deliberate practice score (IPDP), and student performance score (VAM) combined. See **Appendices R, S, or T**-**Summative Evaluation for Classroom and Non-Classroom Teachers** for calculation instructions. |
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| ❒ **HIGHLY EFFECTIVE (4)** | ❒ **EFFECTIVE (3)** | ❒ **NEEDS IMPROVING/****DEVELOPING (2)** | ❒ **UNSATISFACTORY (1)** |
| Overall Final Score of 3.5 – 4.0 | Overall Final Score of 2.5 – 3.4 | Overall Final Score of 1.5 – 2.4 | Overall Final Score of 1.0 – 1.4  |
| **Evaluator Comments:** |

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| **4. Signatures**  |
| **Evaluator:** I certify that this evaluation reflects the evaluatee instructional and student performance. |
| Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
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| **Evaluatee:** I acknowledge the receipt of this Annual Evaluation Form. |
| Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Comments: |

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