Teacher's Name: _____   Date: _____

Subject Area: _____   Grade Level(s): _____   Evaluation Period: _____

Charter School Teacher Evaluation

Instructions:

The teacher evaluation is aligned to the six *Florida Educator Accomplished Practices* (FEAPs), State Board of Education Rule 6A-5.065. When administering the evaluation, the school administrator should enter the appropriate rating to the right, based on evidence collected over the designated period of time. Each standard will have a total rating. At the completion of the evaluation, a total rating based on all competencies will be calculated. Per Senate Bill 736, fifty percent (50%) of a teacher's annual performance rating will be based on criteria measured through the teacher evaluation instrument.

RATING SCALE:	**Highly Effective = 4**	**Effective = 3**	**Needs Improvement/Developing = 2**	**Unsatisfactory = 1**

Definitions of the Rating Scale:

- **Highly Effective**: There is consistent evidence that the teacher is demonstrating the identified teacher competencies.
- **Effective**: The teacher is demonstrating the identified teacher competencies most of the time.
- **Needs Improvement** or **Developing** *("Developing" rating is for teachers in their first three years only.)*
- The teacher is inconsistent in demonstrating the identified teacher competencies.
- **Unsatisfactory:** There is little or no evidence that a teacher is demonstrating the identified teacher competencies.

A.	**Instructional Design and Lesson Planning** *(FEAPs)*	Rating
A.1	Aligns instruction with state-adopted standards at the appropriate level of rigor.	
A.2	Sequences lessons and concepts to ensure coherence and required prior knowledge.	
A.3	Designs instruction for students to achieve mastery.	
A.4	Selects appropriate formative assessments to monitor learning.	
A.5	Uses diagnostic student data to plan lessons.	
A.6	Develops learning experiences that require students to demonstrate a variety of applicable skills and competencies.	
Total	*To calculate the rating for this competency, add the total points in the rating column and divide by 6. Insert the total to the right.*	

B.	**The Learning Environment** *(FEAPs)*	Rating
B.1	Organizes, allocates, and manages the resources of time, space, and attention.	
B.2	Conveys high expectations to all students.	
B.3	Monitors student learning, provides feedback and adjusts activities to meet the needs of all students.	
B.4	Demonstrates respect for all students' cultures and backgrounds.	
B.5	Models clear, acceptable oral and written communication skills.	
B.6	Manages individual and class behaviors through a well-planned management system.	
Total	*To calculate the rating for this competency, add the total points in the rating column and divide by 6. Insert the total to the right.*	

C.	**Instructional Delivery and Facilitation** *(FEAPs)*	Rating
C.1	Delivers relevant, engaging and challenging lessons.	
C.2	Clearly communicates learning goals and instructional procedures.	
C.3	Identifies gaps in students' knowledge of the content area.	
C.4	Modifies instruction to respond to preconceptions and misconceptions.	
C.5	Relates and integrates the subject matter with other disciplines and life experiences.	
C.6	Employs higher-order questioning techniques and resources, including technology, to provide comprehensive instruction.	
Total	*To calculate the rating for this competency, add the total points in the rating column and divide by 6. Insert the total to the right.*	

D.	**Assessment** *(FEAPs)*	Rating
D.1	Analyzes and applies data from multiple assessments and measures to diagnose students' learning needs, informs instruction based on those needs, and drives the learning process.	
D.2	Designs and aligns formative and summative assessments that match learning objectives and lead to mastery.	
D.3	Uses a variety of assessment tools to monitor student progress, achievement and learning gains.	
D.4	Modifies assessments and testing conditions to accommodate learning styles and varying levels of knowledge.	
D.5	Shares student outcome data with students and parents.	
D.6	Uses technology to organize and integrate assessment information.	
Total	*To calculate the rating for this competency, add the total points in the rating column and divide by 6. Insert the total to the right.*	

E.	**Continuous Professional Improvement** *(FEAPs)*	Rating
E.1	Engages in professional development activities consistent with his/her goals and those of the school.	
E.2	Sets purposeful professional goals to strengthen the effectiveness of instruction based on students' needs.	
E.3	Uses a variety of data, independently, and in collaboration with colleagues, to evaluate learning outcomes, adjust planning and continuously improve the effectiveness of the lessons.	
E.4	Collaborates with parents, colleagues and the community to support student learning.	
E.5	Implements knowledge and skills learned in professional development in the teaching and learning process.	
Total	*To calculate the rating for this competency, add the total points in the rating column and divide by 5. Insert the total to the right.*	

Teacher's Name: _____   Date: _____

Subject Area: _____ Grade Level(s): _____   Evaluation Period: _____

F.	Professional Responsibility and Ethical Conduct *(FEAPs)*	Rating
F.1	Adheres to established laws, policies, rules and regulations.	
F.2	Professional demeanor (The teacher adheres to the Code of Ethics and Principles of Professional Conduct of the Education Profession of Florida; adheres to a high moral standard in the community; follows school policies; exhibits a professional appearance and behavior; uses appropriate language; and interacts appropriately with students, parents, staff and community.)	
F.3	Maintains accurate records.	
F.4	Is punctual with reports, grades, records, and reporting to work.	
F.5	Performs assigned duties.	
F.6	Builds professional relationships	
Total	*To calculate the rating for this competency, add the total points in the rating column and divide by 6. Insert the total to the right.*	

To calculate the employee's TOTAL RATING, add the "Totals" for each standard and divide by 6.

EMPLOYEE'S <u>TOTAL SCORE</u> ON TEACHER EVALUATION = _____

EMPLOYEE'S <u>TOTAL RATING</u> ON TEACHER EVALUATION (Check Appropriate Rating)
Highly Effective _____   Effective _____   Needs Improvement/Development _____   Unsatisfactory _____

3.6 - 4.0 = Highly Effective;
3.0 - 3.5 = Effective;
2.0 - 2.9 = Needs Improvement/Developing
1.0 - 1.9 = Unsatisfactory

Comments:

Identified areas for improvement and recommendations:
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The signatures below indicate that the employee has had an opportunity to confer with the school-based administrator (evaluator) regarding the results of the evaluation. The employee may include a written statement as an addendum.

_____   _____
Employee's Signature   Date

_____   _____
Evaluator's Signature   Date

Addendum Attached: Yes_____   No_____