

**Gadsden County School District Instructional
Summative Evaluation for Non-Classroom Teachers**

- Category 1: 1-3 Years of Service**
 Category 2: 4 or More Years of Service

Appendix S

- Mid-Year Summative Evaluation Summative Evaluation

Name _____ Position _____

School/Work Location _____ Date _____

- Assessment Procedures Used:** Formal Observation Informal Observation Conferences Student Data Other

	Score	Calculation
Metric 1: Instructional Practice Score (Domains 1 - 4)		Instructional Practice – 45% Score is multiplied by 45% (.45)
Metric 2: Deliberate Practice or Individual Professional Development Plan/IPDP (1 - 4 points possible)		Deliberate Practice – 5% Score is multiplied by 5% (.05)
Metric 3: Student Performance Score or VAM Score (1 - 4 points possible)		Student Performance Score – 50% Score is multiplied by 50% (.50)
Final Summative Score - (IPS x 45% [.45]) + (DP x 5% [.05]) + (SPM x 50% [.50]) =		

Final Summative Score	Category	VAM Score
Highly Effective	3.50 – 4.00	4
Effective	2.50 – 3.49	3
Needs Improvement/Developing	1.50 – 2.49	2
Unsatisfactory	1.00 – 1.49	1

Administrator Signature

Date

Teacher Signature

Date