

Definitions of Terms Used in Rating Scale

Exemplary:

Description: The teacher performing at this level maintains performance, accomplishments, and behaviors that consistently and considerably surpass the established standard. This rating is reserved for performance that is truly exemplary and done in a manner that exemplifies the school's mission and goals.

Definition :Exceptional performance:

- consistently exhibits behaviors that have a strong positive impact on learners and the school climate
- serves as a role model to others
- sustains high performance over a period of time

Proficient:

Description: The teacher meets the standard in a manner that is consistent with the school's mission and goals.

Definition: Effective performance:

- meets the requirements contained in the job description as expressed in the evaluation criteria
- demonstrates willingness to learn and apply new skills
- exhibits behaviors that have a positive impact on learners and the school climate

Needs

Improvement

Description: The teacher often performs below the established standard or in a manner that is inconsistent with the school's mission and goals.

Definition: Ineffective performance:

- requires support in meeting the standards
- results in less than quality work performance
- leads to areas for teacher improvement being jointly identified and planned between the teacher and evaluator

Unacceptable

Description: The teacher consistently performs below the established standard or in a manner that is inconsistent with the school's mission and goals.

Definition: Poor-quality performance:

- does not meet the requirements contained in the job description as expressed in the evaluation criteria
- may result in the employee not being recommended for continued employment

Example of Calculations for Teacher Performance Evaluation:

Standard 1	Proficient	3	20%	.6
Standard 2	Proficient	3	20%	.6
Standard 3	Proficient	3	20%	.6
Standard 4	Proficient	4	20%	.8
Standard 5	Needs Improvement	1	20%	.2
Summative Rating				*.3

*Rounding rule, 7 or above round to next level, example 2.8 would be 3.