INDIANAPOLIS PUBLIC SCHOOLS SUMMATIVE EVALUATION INSTRUMENT COMPREHENSIVE EVALUATION OF TEACHER PERFORMANCE

Name of Teacher	Assignment	Years of IPS Experience	School	Years in Position
RATING SCALE:	E = Exceeds Performance Star U = Unsatis	ndards S = Satisf factory Performanc	•	nance

PART I

PAF						
I.	INSTRUCTION	E	S	U	N/A	COMMENTS
А.	Demonstrates knowledge of the subject area.					
В.	Develops instruction in accordance with state and local standards and Individual Education Plan where appropriate.					
C.	Develops lesson plans which contain the necessary components to support proper instruction.					
D.	Demonstrates effective teaching using a variety of strategies.					
Е.	Assesses student performance according to the standards as developed in the school's academic achievement plan.					
F.	Achieves academic performance results according to the requirements as set forth in the district/school's academic achievement plan.					
COI	MMUNICATION SKILLS					
А.	*Provides appropriate feedback on student performance to students, parents, or guardians according to the school's academic achievement plan.					
В.	Demonstrates proper verbal and written skills.					
C.	Informs and responds to parents in a timely manner in order to improve student performance.					
III.	CLASSROOM MANAGEMENT					
А.	Assumes responsibility for developing and implementing a positive, safe classroom discipline plan that is fair, equitable and consistent.					

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В.	Encourages student self-discipline			
C.	Demonstrates knowledge of the			
	relationship among instructional planning, communications and			
	interpersonal skills and classroom			
	management.			
D.	Adheres to the overall school discipline			
	plan and procedures.			
E.	Intervenes appropriately to prevent			
	student disruption of the educational			
	process.			
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1.	INTERPERSONAL RELATIONSHIPS			
А.	Demonstrates through mutual trust and			
	respect a positive, caring attitude towards			
	all.			
B.	Works collaboratively with others			
Б.	for the good of the school and the			
	education of its students.			
C.	Demonstrates self-control.			
D.	Maintains an environment that values			
	and respects diversity.			
E.	Uses conflict management skills in the			
1.	resolution of differences.			
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v.	STAFF AND PROFESSIONAL OBLIGATIONS			
A.	Adheres to the staff attendance			
	standards as established in the school's			
	academic achievement plan			
D	Is nunstual			
Б.	Is punctual			
<u> </u>		 		
C.	Develops and implements a 1-year			
	Professional Development Plan.			
D.	Develops and maintains appropriate			
	parental involvement in the classroom			
	and extracurricular activities where			
	appropriate.			
E.	Submits accurate reports in a timely		1	
	manner.			

F.	Maintains confidentiality regarding student and family information.			
G.	Adheres to School and District rules and procedures in performing assigned duties.			
H.	Achieves student attendance results as established by the school's academic achievement plan.			

*Requirement of the Academic Achievement Plan/Public Law 340

SPECIAL AWARDS, CITATIONS, COMMITTEES, AND PROFESSIONAL GROWTH ACTIVITIES:

	DATE	DATE	DATE	DATE	DATE	DATE
GOAL SETTING/PRE-OBSERVATION CONFERENCE						
OBSERVATION/EVIDENCE/PRELIMINARY EVALUATION						
POST-OBSERVATION CONFERENCES						

PART III

NARRATIVE SUMMARY

Summary comments must be recorded for the following areas: \leftarrow Goal Accomplishment \uparrow Professional Development Plan \rightarrow Observation/Preliminary Evaluations \downarrow Performance Improvement Plan (If applicable.)

Recommendations:	Renewal of Contract	 Renewal of Contract with Performance Improvement Plan	<u>Nonrenewal of Contract</u>
Teacher's Comments:			

Evaluator's Signature/Date

Teacher's Signature/Date

(Signature only indicates that this document was received and read.)