

Overall Teacher Rating

Years in Position	Ineffective	Minimally Effective	Effective	Highly Effective
0-2 Emerging	Indicator Average 0-2 or 3 or more areas of concern	Indicator Average 2-3 or 1 or 2 areas of concern	Indicator Average 3-4 and no concerns	Indicator Average 4-6 and no concerns
3-5 Developing	Indicator Average 0-3 or 2 or more areas of concern	Indicator Average 3-4 or 1 area of concern	Indicator Average 4-4.5 and no concerns	Indicator Average 4.5-6 and no concerns
6-10 Proficient	Indicator Average 0-3.5 or 2 or more areas of concern	Indicator Average 3.5-4 or 1 area of concern	Indicator Average 4-5 and no concerns	Indicator Average 5-6 and no concerns
Over 10 Distinguished	Indicator Average 0-4 or 2 or more areas of concern	Indicator Average 4-4.5 or 1 area of concern	Indicator Average 4.5-5.25 and no concerns	Indicator Average 5.25-6 and no concerns

An area of concern includes a score lower than three on a criteria.

Based on the information collected throughout the school year and compiled on the Summative Evaluation Form, _____ would receive the following rating:

_____ is rated as _____ for the _____ school year.
Teacher's Name Effectiveness Rating

Recommend for Re-Employment

Do Not Recommend for Re-Employment