

Anoka-Hennepin District #11 Performance Appraisal System
K2. Probationary / High Cycle Summative Report

This form is to be filled out by the appraiser after licensed staff has completed all observations and submitted student achievement goal results.

Licensed Staff: _____ **Evaluator:** _____
Employee #: _____ **School Year:** _____
Building: _____
Current position: _____ **Date & Time** _____

Teacher Practice Rubric

Domain 1: Planning and Preparation

| | |
|--|---|
| A. Demonstrating Knowledge of Content and Pedagogy | <input type="checkbox"/> NA <input type="checkbox"/> U <input type="checkbox"/> B <input type="checkbox"/> P <input type="checkbox"/> D |
| B. Demonstrating Knowledge of Students | <input type="checkbox"/> NA <input type="checkbox"/> U <input type="checkbox"/> B <input type="checkbox"/> P <input type="checkbox"/> D |
| C. Setting Structural Outcomes | <input type="checkbox"/> NA <input type="checkbox"/> U <input type="checkbox"/> B <input type="checkbox"/> P <input type="checkbox"/> D |
| D. Demonstrating Knowledge of Resources | <input type="checkbox"/> NA <input type="checkbox"/> U <input type="checkbox"/> B <input type="checkbox"/> P <input type="checkbox"/> D |
| E. Designing Coherent Instruction | <input type="checkbox"/> NA <input type="checkbox"/> U <input type="checkbox"/> B <input type="checkbox"/> P <input type="checkbox"/> D |
| F. Designing Student Assessments | <input type="checkbox"/> NA <input type="checkbox"/> U <input type="checkbox"/> B <input type="checkbox"/> P <input type="checkbox"/> D |

Domain 2: Classroom Environment

| | |
|---|---|
| A. Creating an Environment of Respect and Rapport | <input type="checkbox"/> NA <input type="checkbox"/> U <input type="checkbox"/> B <input type="checkbox"/> P <input type="checkbox"/> D |
| B. Establishing a Culture for Learning | <input type="checkbox"/> NA <input type="checkbox"/> U <input type="checkbox"/> B <input type="checkbox"/> P <input type="checkbox"/> D |
| C. Managing Classroom Procedures | <input type="checkbox"/> NA <input type="checkbox"/> U <input type="checkbox"/> B <input type="checkbox"/> P <input type="checkbox"/> D |
| D. Managing Student Behavior | <input type="checkbox"/> NA <input type="checkbox"/> U <input type="checkbox"/> B <input type="checkbox"/> P <input type="checkbox"/> D |
| E. Organizing Physical Space | <input type="checkbox"/> NA <input type="checkbox"/> U <input type="checkbox"/> B <input type="checkbox"/> P <input type="checkbox"/> D |

Domain 3: Instruction

| | |
|---|---|
| A. Communicating Clearly and Accurately | <input type="checkbox"/> NA <input type="checkbox"/> U <input type="checkbox"/> B <input type="checkbox"/> P <input type="checkbox"/> D |
| B. Questioning and Discussion Techniques | <input type="checkbox"/> NA <input type="checkbox"/> U <input type="checkbox"/> B <input type="checkbox"/> P <input type="checkbox"/> D |
| C. Engaging Students in Learning | <input type="checkbox"/> NA <input type="checkbox"/> U <input type="checkbox"/> B <input type="checkbox"/> P <input type="checkbox"/> D |
| D. Providing Feedback | <input type="checkbox"/> NA <input type="checkbox"/> U <input type="checkbox"/> B <input type="checkbox"/> P <input type="checkbox"/> D |
| E. Demonstrating Flexibility and Responsiveness | <input type="checkbox"/> NA <input type="checkbox"/> U <input type="checkbox"/> B <input type="checkbox"/> P <input type="checkbox"/> D |

Domain 4: Professional Development

| | |
|--|---|
| A. Reflecting on Teaching | <input type="checkbox"/> NA <input type="checkbox"/> U <input type="checkbox"/> B <input type="checkbox"/> P <input type="checkbox"/> D |
| B. Maintaining Accurate Records | <input type="checkbox"/> NA <input type="checkbox"/> U <input type="checkbox"/> B <input type="checkbox"/> P <input type="checkbox"/> D |
| C. Communicating with Families | <input type="checkbox"/> NA <input type="checkbox"/> U <input type="checkbox"/> B <input type="checkbox"/> P <input type="checkbox"/> D |
| D. Participating in Professional Community | <input type="checkbox"/> NA <input type="checkbox"/> U <input type="checkbox"/> B <input type="checkbox"/> P <input type="checkbox"/> D |
| E. Growing and Developing Professionally | <input type="checkbox"/> NA <input type="checkbox"/> U <input type="checkbox"/> B <input type="checkbox"/> P <input type="checkbox"/> D |
| F. Showing Professionalism | <input type="checkbox"/> NA <input type="checkbox"/> U <input type="checkbox"/> B <input type="checkbox"/> P <input type="checkbox"/> D |

Student Achievement Rubric

| | |
|--|---|
| Student Learning Goal Rigor | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 |
| Student Learning Goal Implementation and Results | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 |
| Reflection on Goal Process | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 |

Evaluation Scores

Teacher Practice/Student Engagement (65%) _____/4

Student Achievement (35%) _____/4

Q-Comp Compensation Review:

Building met the site goal (\$210)

Yes No

Students met the Student Achievement Goal (\$210)

Yes No

Staff successfully completed all observation requirements (\$1728)

Yes No

In order to receive the Q Comp observation incentive, teachers must meet the following standards by the end of the school year:

- P1 – Basic in all 5 components
- P2 – Proficient in at least 3 of 5 components
- P3, High Cycle – Proficient in at least 4 of 5 components

Administrator Comments:

Licensed staff comments (optional):