Okeechobee County Schools
Student Services Personnel Summative

Name:	School/Dept.:
Position:	Evaluator:

Domain A: Data-Based Decision Making and Evaluation of Practices	Rating Scores			
	HE	E	NI/D	U
A-1. Collects and uses data to develop and implement interventions within a problem-solving framework.				
A-2. Analyzes multiple sources of qualitative and quantitative data to inform decision				
A-3. Uses data to monitor student progress (academic and social/emotional/behavioral) and evaluate the effectiveness of services on student achievement.				
A-4. Shares student performance data in a relevant and understandable way with students, parents, and administrators.				

DOMAIN A: Data-Based Decision Making and Evaluation of Practices Overall				
Rating	Total Indicators	Weight		Total
Unsatisfactory		X	2.5	=
Needs Improvement/Developing		X	5	=
Effective		X	7.5	=
Highly Effective		X	10	=
		Domain A Raw Score:		

*Each decimal will be rounded
to the nearest whole number.

Domain B: Instruction/Intervention Planning and Design	Rating Scores			
	HE	E	NI/D	U
B-1. Uses a collaborative problem-solving framework as the basis for identification and planning for academic and behavioral interventions and supports.				
B-2. Plans and designs instruction/intervention based on data and aligns efforts with the school and district improvement plans and state and federal mandates.				
B-3. Applies evidence-based research and best practices to improve instruction/interventions.				
B-4. Develops intervention support plans that help the student, family, or other community agencies and systems of support reach a desired goal.				
B-5. Engages parents and community partners in the planning and design of instruction/interventions.				

DOMAIN B: Instruction/Intervention Planning and Design Overall				
Rating	Total Indicators	Weight		Total
Unsatisfactory		X	2	=
Needs Improvement/Developing		X	4	=
Effective		X	6	=
Highly Effective		X	8	=
		Domain B Raw Score:		

Domain C: Instruction/Intervention Delivery and Facilitation	Rating Scores			
	HE	E	NI/D	U
C-1. Collaborates with school-based and district level teams to develop and maintain a multi-tiered continuum of services (MTSS) to support the academic, social, emotional, and behavioral success and health of all students.				
C-2. Consults and collaborates at the individual, family, group, and systems levels to implement effective instruction and intervention services.				
C-3. Implements evidence-based practices within a multi-tiered framework				
C-4. Identifies, provides, and/or refers for supports designed to help students overcome barriers that impede learning.				
C-5. Promotes student outcomes related to career and college readiness				
C-6. Provides relevant information regarding child and adolescent development, barriers to learning, and student risk factors.				

DOMAIN C: Instruction/Intervention Delivery and Facilitation Overall				
Rating	Total Indicators	Weight		Total
Unsatisfactory		X	1.67	=
Needs Improvement/Developing		X	3.34	=
Effective		X	5	=
Highly Effective		X	6.67	=

Domain C Raw Score:

*Each decimal will be rounded
to the nearest whole number.

Domain D: Learning Environment	Rating Scores			
	HE	E	NI/D	U
D-1. Collaborates with teachers and administrators to develop and implement school-wide positive behavior supports.				
D-2. Plans and designs instruction/intervention based on data and aligns efforts with the school and district improvement plans and state and federal mandates.				
D-3. Promotes safe school environments.				
D-4. Integrates relevant cultural issues and contexts that impact family-school				
D-5. Provides a continuum of crisis intervention services.				

DOMAIN D: Learning Environment Overall				
Rating	Total Indicators	Weight		Total
Unsatisfactory		X	2	=
Needs Improvement/Developing		X	4	=
Effective		X	6	=
Highly Effective		X	8	=

Domain D Raw Score:

Domain E: Professional Learning, Responsibility, and Ethical Practice	Rating Scores			
	HE	E	NI/D	U
E-1. Develops a personal, professional growth plan that enhances professional knowledge, skills, and practice and addresses areas of need on the evaluation.				
E-2. Engages in targeted professional growth opportunities and reflective practices (e.g.,				
E-3. Implements knowledge and skills learned in professional development.				
E-4. Demonstrates effective recordkeeping and communications skills.				
E-5. Complies with national and state laws, district policies and guidelines, and ethical educational and professional standards.				

DOMAIN E: Professional Learning, Responsibility, and Ethical Practice Overall				
Rating	Total Indicators		Weight	Total
Unsatisfactory		X	2	=
Needs Improvement/Developing		X	4	=
Effective		X	6	=
Highly Effective		X	8	=
			Domain E Raw Score:	

Okeechobee County Schools
Student Services Personnel
END-OF-YEAR SUMMATIVE

Name:	Position:
School(s)/Dept(s):	School Year:
Contract Year: ☐AC1 ☐AC2 ☐AC3 ☐AC4+ ☐ CC/PSC	

Instructional Practices Domains	Points
Domain A: Data-Based Decision Making and Evaluation of Practices	
Domain B: Instruction/Intervention Planning and Design	
Domain C: Instruction/Intervention Delivery and Facilitation	
Domain D: Learning Environment	
Domain E: Professional Learning, Responsibility, and Ethical Practice	
Total Score:	
Overall Rating:	

Performance Rating	Total Score
Unsatisfactory	0 – 41
Needs Improvement/ Developing	42 – 134
Effective	135 – 180
Highly Effective	181 – 200

This evaluation has been discussed with me. ☐ Yes   ☐ No

_____ _____   _____   _____
Signature of Evaluator Date Signature of Evaluatee Date

My signature does not necessarily indicate agreement with this evaluation. I understand that I may submit a written response to the observation within ten working days of the date of my signature.

Contract Recommendation	☐ Annual 2	☐ Annual 3	☐ Annual 4+	☐ Holds CC/PSC	☐ Not recommended for reappointment

Okeechobee County Schools

Student Services Personnel
FINAL SUMMATIVE

Name:	Position:
School(s)/Dept(s):	School Year:

Student Growth and Achievement	Points
Two Seasons Ago	
Last Season	
Current Season	
Overall Student Growth Average	
Student Growth Rating	
Student Growth Value	

Overall Average Scale	Student Growth Rating	Overall Student Growth Value
0 – 32	Unsatisfactory	13
33 – 45	Needs Improvement/ Developing	42
46 – 71	Effective	80
72 – 100	Highly Effective	100

Final Summative Evaluation	Points	Rating
Instructional Practice (End-of-Year Summative) 200 points		
Student Growth Value 100 points		
Overall Summative Rating 300 points		

Summative Rating Scale	Overall Summative Rating
0 – 59	Unsatisfactory
60 – 199	Needs Improvement/ Developing
200 – 264	Effective
265 – 300	Highly Effective

This evaluation has been discussed with me. ☐ Yes ☐ No

_____   _____   _____   _____
Signature of Evaluator   Date   Signature of Evaluatee   Date

My signature does not necessarily indicate agreement with this evaluation. I understand that I may submit a written response to the observation within ten working days of the date of my signature.