

Appendix D
Dover-Sherborn Public Schools
End of Plan Form/
End of Plan Self-assessment

- Developing Educator Plan
- 2-Year Self-Directed Plan –Yr 1
- 2-Year Self-Directed Plan –Yr 2
- 1-Year Self-Directed Plan
- Directed Growth Plan
- Improvement Plan

This form is required of all educators on a Developing Educator Plan, in year 2 of a Two-year Self-directed Growth Plan, on a One-year Self-directed Growth Plan, on a Directed Growth Plan, or on an Improvement Plan.

Educator Name/Title: _____

Evaluator Name/Title: _____

School(s): _____ Academic Year: _____

Date of Conference: _____ Grade Level/Course Observed: _____

Educator's Strengths

Briefly summarize the educator's strengths with respect to any of the seven performance Categories on the rubric.

Educator's Areas for Improvement

Briefly summarize areas among the seven performance Categories on which the educator can improve.

--

Educator's Impact on Student Learning/Growth
Briefly summarize the educator's impact on student learning/growth.

--

Summative Ratings		Subsequent Evaluation Plan
<p>I. Summative Performance Rating</p> <p><input type="checkbox"/> Exemplary</p> <p><input type="checkbox"/> Proficient</p> <p><input type="checkbox"/> Needs Improvement</p> <p><input type="checkbox"/> Unsatisfactory</p>	<p>II. Student Impact Rating</p> <p><input type="checkbox"/> High</p> <p><input type="checkbox"/> Moderate</p> <p><input type="checkbox"/> Low</p>	<p><input type="checkbox"/> Developing Educator Plan</p> <p><input type="checkbox"/> 2-Year Plan, Year 1</p> <p><input type="checkbox"/> 2-Year Plan, Year 2</p> <p><input type="checkbox"/> 1-Year Self-directed Plan</p> <p><input type="checkbox"/> Directed Growth Plan</p> <p><input type="checkbox"/> Improvement Plan</p>

Renewal Determination	
<input type="checkbox"/> Renew	<input type="checkbox"/> Non-renew

Signature of Educator: _____ Date: _____

Signature of Evaluator: _____ Date: _____

The signature of the educator means only that he/she has read this document. The educator may attach a written statement of his/her own provided he/she does so within five working days.

(See next pages for summative rating calculations.)

Rubric Point-Weighting System

Categories & State Standards	Category Weight/ Rating Points	Category/Standard Overall Performance Rating
Category I: Knowledge of Curriculum Content (State Standard I: Curriculum, Planning, and Assessment)	Category Weight = 20 percent Exemplary = 24 Proficient = 16 Needs Improvement = 8 Unsatisfactory = 0	<input type="checkbox"/> Exemplary <input type="checkbox"/> Proficient <input type="checkbox"/> Needs Improvement <input type="checkbox"/> Unsatisfactory
Category II: Curriculum and Instruction Planning and Assessment (State Standard I: Curriculum, Planning, and Assessment)	Category Weight = 20 percent Exemplary = 24 Proficient = 16 Needs Improvement = 8 Unsatisfactory = 0	<input type="checkbox"/> Exemplary <input type="checkbox"/> Proficient <input type="checkbox"/> Needs Improvement <input type="checkbox"/> Unsatisfactory
Category III: Management of Classroom Environment (State Standard II: Teaching All Students)	Category Weight = 10 percent Exemplary = 12 Proficient = 8 Needs Improvement = 4 Unsatisfactory = 0	<input type="checkbox"/> Exemplary <input type="checkbox"/> Proficient <input type="checkbox"/> Needs Improvement <input type="checkbox"/> Unsatisfactory
Category IV: Instruction (State Standard II: Teaching All Students)	Category Weight = 20 percent Exemplary = 24 Proficient = 16 Needs Improvement = 8 Unsatisfactory = 0	<input type="checkbox"/> Exemplary <input type="checkbox"/> Proficient <input type="checkbox"/> Needs Improvement <input type="checkbox"/> Unsatisfactory
Category V: Expectations for Student Achievement (State Standard II: Teaching All Students)	Category Weight = 20 percent Exemplary = 24 Proficient = 16 Needs Improvement = 8 Unsatisfactory = 0	<input type="checkbox"/> Exemplary <input type="checkbox"/> Proficient <input type="checkbox"/> Needs Improvement <input type="checkbox"/> Unsatisfactory
Category VI: Professional Responsibilities (State Standard III: Family and Community Engagement & State Standard IV: Professional Culture)	Category Weight = 5 percent Exemplary = 6 Proficient = 4 Needs Improvement = 2 Unsatisfactory = 0	<input type="checkbox"/> Exemplary <input type="checkbox"/> Proficient <input type="checkbox"/> Needs Improvement <input type="checkbox"/> Unsatisfactory
Category VII: Relationship with Students (State Standard II: Teaching All Students)	Category Weight = 5 percent Exemplary = 6 Proficient = 4 Needs Improvement = 2 Unsatisfactory = 0	<input type="checkbox"/> Exemplary <input type="checkbox"/> Proficient <input type="checkbox"/> Needs Improvement <input type="checkbox"/> Unsatisfactory
Summative Performance Rating	Total Points = _____	<input type="checkbox"/> Exemplary <input type="checkbox"/> Proficient <input type="checkbox"/> Needs Improvement <input type="checkbox"/> Unsatisfactory

Summative Performance Rating Scale Based on Rubric Point-Weighting System

Exemplary	112-120 Total Points	At least 112 and no Needs Improvement or Unsatisfactory rating on any Category.
Proficient	76-110 Total Points	At least Proficient on all four 20 percent Categories and no Unsatisfactory rating on any Category.
Needs Improvement	48-74 Total Points	
Unsatisfactory	≤ 46 Total Points	

Category to State Standard Correlation

State Standard 1

Category I: Knowledge of Curriculum Content

- | | | | |
|---|--|--|---|
| <input type="checkbox"/> Exemplary
(24 pts.) | <input type="checkbox"/> Proficient
(16 pts.) | <input type="checkbox"/> Needs Improvement
(8 pts.) | <input type="checkbox"/> Unsatisfactory
(0 pts.) |
|---|--|--|---|

Category II: Curriculum and Instruction Planning and Assessment

- | | | | |
|---|--|--|---|
| <input type="checkbox"/> Exemplary
(24 pts.) | <input type="checkbox"/> Proficient
(16 pts.) | <input type="checkbox"/> Needs Improvement
(8 pts.) | <input type="checkbox"/> Unsatisfactory
(0 pts.) |
|---|--|--|---|

Summative State Standard Rating for Standard 1

- | | | | |
|---|---|--|---|
| <input type="checkbox"/> Exemplary
(48 pts.) | <input type="checkbox"/> Proficient
(32-40 pts.) | <input type="checkbox"/> Needs Improvement
(16-24 pts.) | <input type="checkbox"/> Unsatisfactory |
|---|---|--|---|

State Standard 2

Category III: Management of Classroom Environment

- | | | | |
|---|---|--|---|
| <input type="checkbox"/> Exemplary
(12 pts.) | <input type="checkbox"/> Proficient
(8 pts.) | <input type="checkbox"/> Needs Improvement
(4 pts.) | <input type="checkbox"/> Unsatisfactory
(0 pts.) |
|---|---|--|---|

Category IV: Instruction

- | | | | |
|---|--|--|---|
| <input type="checkbox"/> Exemplary
(24 pts.) | <input type="checkbox"/> Proficient
(16 pts.) | <input type="checkbox"/> Needs Improvement
(8 pts.) | <input type="checkbox"/> Unsatisfactory
(0 pts.) |
|---|--|--|---|

Category V: Expectations for Student Achievement

- | | | | |
|---|--|--|---|
| <input type="checkbox"/> Exemplary
(24 pts.) | <input type="checkbox"/> Proficient
(16 pts.) | <input type="checkbox"/> Needs Improvement
(8 pts.) | <input type="checkbox"/> Unsatisfactory
(0 pts.) |
|---|--|--|---|

Category VII: Relationship with Students

- | | | | |
|--|---|--|---|
| <input type="checkbox"/> Exemplary
(6 pts.) | <input type="checkbox"/> Proficient
(4 pts.) | <input type="checkbox"/> Needs Improvement
(2 pts.) | <input type="checkbox"/> Unsatisfactory
(0 pts.) |
|--|---|--|---|

Summative State Standard Rating for Standard 2

- | | | | |
|--|---|--|---|
| <input type="checkbox"/> Exemplary
(64-66 pts.) | <input type="checkbox"/> Proficient
(42-62 pts.) | <input type="checkbox"/> Needs Improvement
(22-40 pts.) | <input type="checkbox"/> Unsatisfactory |
|--|---|--|---|

State Standard 3

Category VI: Professional Responsibilities

- | | | | |
|--|---|---|---|
| <input type="checkbox"/> Exemplary
(3 pts.) | <input type="checkbox"/> Proficient
(2 pts.) | <input type="checkbox"/> Needs Improvement
(1 pt.) | <input type="checkbox"/> Unsatisfactory
(0 pts.) |
|--|---|---|---|

Summative State Standard Rating for Standard 3

- | | | | |
|------------------------------------|-------------------------------------|--|---|
| <input type="checkbox"/> Exemplary | <input type="checkbox"/> Proficient | <input type="checkbox"/> Needs Improvement | <input type="checkbox"/> Unsatisfactory |
|------------------------------------|-------------------------------------|--|---|

State Standard 4

Category VI: Professional Responsibilities

- | | | | |
|--|---|---|---|
| <input type="checkbox"/> Exemplary
(3 pts.) | <input type="checkbox"/> Proficient
(2 pts.) | <input type="checkbox"/> Needs Improvement
(1 pt.) | <input type="checkbox"/> Unsatisfactory
(0 pts.) |
|--|---|---|---|

Summative State Standard Rating for Standard 4

- | | | | |
|------------------------------------|-------------------------------------|--|---|
| <input type="checkbox"/> Exemplary | <input type="checkbox"/> Proficient | <input type="checkbox"/> Needs Improvement | <input type="checkbox"/> Unsatisfactory |
|------------------------------------|-------------------------------------|--|---|