



Okeechobee County School District
Student Services Personnel Summative

Name:	School/Dept.:
Position:	Evaluator:

Scoring Key:

HE (*Highly Effective*) =4 **E** (*Effective*) =3 **NI/D** (*Needs Improvement/Developing*) =2 **U** (*Unsatisfactory*)=1

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. <i>Evidence:</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A-2. Analyzes multiple sources of qualitative and quantitative data to inform decision making. <i>Evidence:</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A-3. Uses data to monitor student progress (academic and social/emotional/behavioral) and evaluate the effectiveness of services on student achievement. <i>Evidence:</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A-4. Shares student performance data in a relevant and understandable way with students, parents, and administrators. <i>Evidence:</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
TOTAL: Add the practice rating scores in Domain A, divide by 4 then multiply by 10=				
<i>Domain A Comments:</i>				

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 . <i>Evidence:</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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. <i>Evidence:</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B-3. Applies evidence-based research and best practices to improve instruction/interventions. <i>Evidence:</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B-4. Develops intervention support plans that help the student, family, or other community agencies and systems of support reach a desired goal.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<i>Evidence:</i>				
B-5. Engages parents and community partners in the planning and design of instruction/interventions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Evidence:</i>				
TOTAL: Add the practice rating scores in Domain B, divide by 5 then multiply by 10=				
<i>Domain B Comments:</i>				

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.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Evidence:</i>				
C-2. Consults and collaborates at the individual, family, group, and systems levels to implement effective instruction and intervention services.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Evidence:</i>				
C-3. Implements evidence-based practices within a multi-tiered framework	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Evidence:</i>				
C-4. Identifies, provides, and/or refers for supports designed to help students overcome barriers that impede learning.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Evidence:</i>				
C-5. Promotes student outcomes related to career and college readiness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Evidence:</i>				
C-6. Provides relevant information regarding child and adolescent development, barriers to learning, and student risk factors.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Evidence:</i>				
TOTAL: Add the practice rating scores in Domain C, divide by 6 then multiply by 10=				
<i>Domain C Comments:</i>				

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.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Evidence:</i>				
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.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Evidence:</i>				
D-3. Promotes safe school environments.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Evidence:</i>				
D-4. Integrates relevant cultural issues and contexts that impact family-school partnerships.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Evidence:</i>				
D-5. Provides a continuum of crisis intervention services.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Evidence:</i>				
TOTAL: Add the practice rating scores in Domain D, divide by 5 then multiply by 10=				
<i>Domain D Comments:</i>				

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.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Evidence:</i>				
E-2. Engages in targeted professional growth opportunities and reflective practices (e.g., PLC).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Evidence:</i>				
E-3. Implements knowledge and skills learned in professional development.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Evidence:</i>				
E-4. Demonstrates effective recordkeeping and communications skills.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Evidence:</i>				
E-5. Complies with national and state laws, district policies and guidelines, and ethical educational and professional standards.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Evidence:</i>				
TOTAL: Add the practice rating scores in Domain E, divide by 5 then multiply by 10=				
<i>Domain E Comments:</i>				

Performance Evaluation Total Score

Domain A Score	
Domain B Score	
Domain C Score	
Domain D Score	
Domain E Score	
TOTAL	

Total Score Range	Performance Level Rating
180 – 200	Highly Effective
120 – 179	Effective
40 – 119	Needs Improvement/ Developing
0 – 39	Unsatisfactory

The IPC will be weighted at 66.7% (multiplier of 1.111) and the Student Growth section will be weighted 33.3% (multiplier of 0.833).

Overall Rating for Performance Evaluation:

- Highly Effective
 Effective
 Needs Improvement/Developing
 Unsatisfactory

Student Services Personnel Summative Score:

Performance Evaluation Score	/200
Student Growth Score	
HE=135 E=108 NI=57 U=17	/135
IPC Score _____ x 1.111 + SGA/VAM score _____ x 0.833= Final Summative	Score
Summative Score	/335

Summative Rating for Student Services:

- Highly Effective
 Effective
 Needs Improvement/Developing
 Unsatisfactory

Summative Score range	Performance Level Rating
302 – 335	Highly Effective
200 – 301	Effective
67 – 199	Needs Improvement/ Developing
0-66	Unsatisfactory

This evaluation has been discussed with me. Yes No

Signature of Evaluator

Date

Signature of Student Services
Personnel

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 Year	<input type="checkbox"/> AC 1	<input type="checkbox"/> AC 2	<input type="checkbox"/> AC 3	<input type="checkbox"/> AC 4+	<input type="checkbox"/> CC/PSC	Semester	<input type="checkbox"/> 1	<input type="checkbox"/> 2
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Contract Recommendation

<input type="checkbox"/> Annual 2	<input type="checkbox"/> Annual 3	<input type="checkbox"/> Annual	<input type="checkbox"/> Holds CC/PSC	<input type="checkbox"/> Not recommended for reappointment
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