

**Annual Evaluation Report for  
Category I Teachers: 1-3 Years of Service  
*Instructional Practice Score***

Teacher: _____	Current Assignment: _____
District: _____	Grade/Subject: _____
School: _____	Years of Service: _____
Evaluator: _____	School Year: _____
Recommended for Reappointment: Yes _____ No _____	

This form is to serve as a permanent record of an administrator's evaluation of a teacher's performance during a specific period based on specific criteria as it relates to the teacher's **instructional practice** using the Art and Science of Teaching Framework.

**Directions:** Examine all sources of evidence for each of the four domains in this form as it applies to the teacher's status and deliberate practice performance. Refer to the scale requirements and indicate sources of evidence used to determine the evaluation of results in each section. Assign an overall evaluation of the teacher's performance, sign the form and obtain the signature of the teacher.

Use the accompanying Excel worksheet appropriate to the teacher's experience level to calculate the teacher's status and deliberate practice scores, and ultimately the overall performance score.

# THE SCHOOL BOARD OF ST. LUCIE COUNTY, FLORIDA

## Art and Science of Teaching Annual Evaluation Report

### 1. Status Score

The teacher's status score reflects his/her overall understanding and application of the Art and Science of Teaching framework across the Four Domains: Domain 1: Classroom Strategies and Behaviors; Domain 2: Planning and Preparing; Domain 3: Reflecting on Teaching; Domain 4: Collegiality and Professionalism.

**Directions:** Use the accompanying spreadsheet to compute the teacher's overall status score. You will need to obtain data for each of the Four Domains in order to compute a weighted overall score. Reference the Overall Status Score number in the cell highlighted in **green** in the spreadsheet.

#### Domain 1 Sources of Evidence (select all that applies):

- ☐ Formal Observation
- ☐ Informal, Announced Observation
- ☐ Informal Unannounced Observation
- ☐ Walkthrough
- ☐ Artifacts: \_\_\_\_\_
- ☐ Other: \_\_\_\_\_

#### Domain 2 Sources of Evidence (select all that applies):

- ☐ Planning (Pre) Conference
- ☐ Artifacts: \_\_\_\_\_
- ☐ Other: \_\_\_\_\_

#### Domain 3 Sources of Evidence (select all that applies):

- ☐ Self-Assessment
- ☐ Reflection (Post) Conference
- ☐ Professional Growth Plan
- ☐ Artifacts: \_\_\_\_\_
- ☐ Other: \_\_\_\_\_

#### Domain 4 Sources of Evidence (select all that applies):

- ☐ Conferences
- ☐ Discussions
- ☐ Artifacts: \_\_\_\_\_
- ☐ Other: \_\_\_\_\_

#### Evaluator Comments:

#### ☐ HIGHLY EFFECTIVE (4)

Overall Status Score of  
3.5 – 4.0

#### ☐ EFFECTIVE (3)

Overall Status Score of  
2.5 – 3.4

#### ☐ DEVELOPING (2)

Overall Status Score of  
1.5 – 2.4

#### ☐ UNSATISFACTORY (1)

Overall Status Score of  
1.0 – 1.4

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## Art and Science of Teaching Annual Evaluation Report

### 2. Deliberate Practice Score

The teacher's deliberate practice score reflects his/her progress against specific Elements in the Four Domains of the Art and Science of Teaching framework.

**Directions:** Identify the teacher's target Element(s) for improvement. Then use the accompanying spreadsheet to compute the teacher's overall deliberate practice score. You will need to obtain data for each of the Four Domains in order to compute a weighted overall score. Reference the Overall Status Score number in the cell highlighted in **purple** in the spreadsheet.

#### Domain 1 Target Elements:

Routine Segments: \_\_\_\_\_

Content Segments: \_\_\_\_\_

On the Spot Segments: \_\_\_\_\_

#### Domain 1 Sources of Evidence (select all that applies):

☐ Professional Growth Plan

☐ Artifacts: \_\_\_\_\_

☐ Other: \_\_\_\_\_

#### Evaluator Comments:

☐ **HIGHLY EFFECTIVE (4)**

☐ **EFFECTIVE (3)**

☐ **DEVELOPING (2)**

☐ **UNSATISFACTORY (1)**

Overall Deliberate Practice  
Score of 3.5 – 4.0

Overall Deliberate Practice  
Score of 2.5 – 3.4

Overall Deliberate Practice  
Score of 1.5 – 2.4

Overall Deliberate Practice  
Score of 1.0 – 1.4

### 3. Instructional Practice Final Score

The final score reflects the teacher's overall performance and includes both the status and deliberate practice score calculations.

**Directions:** Use the accompanying spreadsheet to compute the teacher's overall score that includes both status and deliberate practice scores. Reference the Final Score number in the cell highlighted in **orange** in the spreadsheet.

#### Evaluator Comments:

☐ **HIGHLY EFFECTIVE (4)**

☐ **EFFECTIVE (3)**

☐ **DEVELOPING (2)**

☐ **UNSATISFACTORY (1)**

Overall Final Score of  
3.5 – 4.0

Overall Final Score of  
2.5 – 3.4

Overall Final Score of  
1.5 – 2.4

Overall Final Score of  
1.0 – 1.4

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**4. Signatures**

**Evaluator:** I certify that the before named teacher has been evaluated around his or her **instructional practice**.

Evaluator's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

**Evaluator Comments:**

**Teacher:** I acknowledge the receipt of this Annual Evaluation Form.

Teacher's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

**Teacher Comments:**

**Principal**

Principal's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

**Principal Comments:**

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## Instructional Practice Score Calculation Worksheet

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1																	
2	Teacher Name: _____																
3																	
4																	
5																	
6																	
7	<b>STATUS SCORE</b>																
8	<b>Directions:</b>																
9	1. Using the Domain Forms, count the number of times each scale level has been recorded																
10	2. Enter the frequency in the yellow highlighted cells																
11	Frequency		D1	D2	D3	D4											
12	Level 4																
13	Level 3																
14	Level 2																
15	Level 1																
16	Level 0																
17	Total Elements Used		-	-	-	-											
18																	
19	Percentages		D1	D2	D3	D4											
20	Level 4																
21	Level 3																
22	Level 2																
23	Level 1																
24	Level 0																
25			0%	0%	0%	0%											
26																	
27	3. Adjust weights in gray highlighted cells; must add up to 100%																
28	Category I Teachers (View Scale)		D1	D2	D3	D4	Total										
29	Status Score																
30	Weight		68%	13%	8%	10%	100%										
31	Weighted Score																
32	Overall Status Score:		0.00														
33	Overall Status:																
34																	
35																	
51																	
52																	
53	<b>FINAL SCALE</b>																
54																	
55	HIGHLY EFFECTIVE		EFFECTIVE		NEEDS IMPROVEMENT or DEVELOPING		UNSATISFACTORY										
56																	
57	3.5 – 4.0		2.5 – 3.4		1.5 – 2.4		1.0 – 1.4										
58																	
59																	
60																	
61	5. Adjust weights in gray highlighted cells; must add up to 100%																
62																	
63	Category I Instructional Practice Score, Year 1		Score	Weight	Final												
64	Overall status score		0.00	100%	-												
65	Overall deliberate practice score		0.00	0%	-												
66	Final Score:				-												
67	Final Proficiency Level:																
68																	
69																	
83																	
84																	
85																	
86																	
87																	
88																	
89																	
90																	
91																	
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96																	
97																	
98																	
99																	

Deliberate Practice		Final Rating
D1 Target Element 1		
D1 Target Element 2		
D1 Target Element 3		

Category I Teachers		D1
Deliberate Practice Score		
Weight		100%
Weighted Score		
Overall Deliberate Practice Score:		0.00
Overall Deliberate Practice:		

Category I Instructional Practice Score, Year 2		Score	Weight	Final
Overall status score		0.00	60%	-
Overall deliberate practice score		0.00	40%	-
Final Score:				-
Final Proficiency Level:				

Category I Instructional Practice Score, Year 2		Score	Weight	Final
Overall status score		0.00	60%	-
Overall deliberate practice score		0.00	40%	-
Final Score:				-
Final Proficiency Level:				