

Staff Development Teacher \_\_\_\_\_ Date(s) of observations \_\_\_\_\_  
 School \_\_\_\_\_ Assignment \_\_\_\_\_ Employee Number \_\_\_\_\_

INSERT A WHOLE NUMBER, NOT AN "X" OR "y"!  
 DO NOT INSERT MORE THAN ONE NUMBER IN A ROW.  
 See RUBRIC for detailed definitions. Insert ONE of the following: 1 = Ineffective; 2 = Needs Improvement;  
 3 = Effective; 4 = Highly Effective; 5 = Superior; N/A = Not Applicable; N/O = Not Observed

|   |   |   |   |   |
|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|

Average

**MANAGEMENT and ORGANIZATION**..... #DIV/0!

|   |   |  |  |  |  |  |
|---|---|--|--|--|--|--|
| 1 | Staff Development Teacher plans development and delivery of assistance/ support/ professional development relative to short and long term objectives. |  |  |  |  |  |
| 2 | Staff Development Teacher contributes to building-wide positive climate.  |  |  |  |  |  |
| 3 | Staff Development Teacher optimizes the environment to assure efficacy in professional learning/ support.   |  |  |  |  |  |
| 4 | Staff Development Teacher generates and maintains accurate records and analyzes data.   |  |  |  |  |  |

**INSTRUCTIONAL EFFECTIVENESS**..... #DIV/0!

|   |  |  |  |  |  |  |
|---|--|--|--|--|--|--|
| 5 | Staff Development Teacher establishes and facilitates Professional Learning Communities (PLCs) school-wide.                  |  |  |  |  |  |
| 6 | Staff Development Teacher uses a variety of strategies to communicate research-based practices for professional development. |  |  |  |  |  |
| 7 | Staff Development Teacher supports District Initiatives.   |  |  |  |  |  |

**PROFESSIONAL GROWTH AND CONTINUOUS IMPROVEMENT**..... #DIV/0!

|   |  |  |  |  |  |  |
|---|--|--|--|--|--|--|
| 8 | Staff Development Teacher uses professional growth as an improvement strategy.                 |  |  |  |  |  |
| 9 | Staff Development Teacher exhibits behaviors and efficiencies associated with professionalism. |  |  |  |  |  |

NOTE: N/A or N/O cannot be used for Domains with a single Indicator;  
 use 1, 2, 3, 4, or 5 ONLY.

**INTERPERSONAL SKILLS**..... 0.0

|    |  |  |  |  |  |  |
|----|--|--|--|--|--|--|
| 10 | Staff Development Teacher promotes a collaborative work environment. |  |  |  |  |  |
|----|--|--|--|--|--|--|

**LEADERSHIP**..... 0.0

|    |  |  |  |  |  |  |
|----|--|--|--|--|--|--|
| 11 | Staff Development Teacher uses professional growth as evidence of a focus on leadership initiatives. |  |  |  |  |  |
|----|--|--|--|--|--|--|

| Summary of Effectiveness by DOMAIN:            | Average | Weight of Domain by Percentage |
|--|---------|--------------------------------|
| MANAGEMENT and ORGANIZATION                    | #DIV/0! | 30%                            |
| INSTRUCTIONAL EFFECTIVENESS                    | #DIV/0! | 30%                            |
| PROFESSIONAL GROWTH AND CONTINUOUS IMPROVEMENT | #DIV/0! | 10%                            |
| INTERPERSONAL SKILLS                           | 0.0     | 15%                            |
| LEADERSHIP                                     | 0.0     | 15%                            |

|   |                |
|---|----------------|
| <b>COMPOSITE, WEIGHTED AVERAGE for EVALUATION</b> | <b>#DIV/0!</b> |
|---|----------------|

**NOTE:**

|                                    |               |                   |
|------------------------------------|---------------|-------------------|
| <b>From:</b>                       | <b>To:</b>    | <b>Ranking</b>    |
| Less than 1.8 .....                |               | Ineffective       |
| Equal to or greater than 1.8 ..... | Less than 2.8 | Needs Improvement |
| Equal to or greater than 2.8 ..... | Less than 3.8 | Effective         |
| Equal to or greater than 3.8 ..... | Less than 4.8 | Highly Effective  |
| Equal to or greater than 4.8 ..... |               | Superior          |

Any ranking of 1.0 or 2.0 on any component of this Evaluation requires a Personal Development Plan to be attached to this document.  
 Any ranking of 4.0 or 5.0 on any component on this Evaluation requires narrative comments within the Evaluator Comments below.

**Evaluator Comments:**

Staff Development Teacher's Signature\* \_\_\_\_\_ Date \_\_\_\_\_

Evaluator's Signature \_\_\_\_\_ Date \_\_\_\_\_

\*The Staff Development Teacher's Signature is an acknowledgement that the SDT has received the Evaluation on the date indicated.