APPENDIX E

Orange Unified School District
Final Evaluation and Rating Form

Form #3-A

Emp ID#_____

Emp PC#_____

Rater ID#_____

Rater PC#_____

Name: _____

School: _____

School Year: _____

Teaching Assignment: _____

Formal Observation Date(s): _____

Observation Conference Date(s): _____

Ratings Key: MS (Meets Standards), NI (Needs Improvement), U (Unsatisfactory), and NO (Not Observed)	MS	NI	U	NO
1. ENGAGING AND SUPPORTING ALL STUDENTS IN LEARNING				
1.1 Using knowledge of students to engage them in learning.	`			
1.2 Connecting learning to student's prior knowledge, life experiences, and interests.				
1.3 Connecting subject matter to meaningful, real-life contexts.				
1.4 Using a variety of instructional strategies, resources to respond to students' diverse learning needs.				
1.5 Promoting critical thinking through inquiry, problem solving, and reflection.				
1.6 Monitoring student learning and adjusting instruction while teaching.				
2. CREATING AND MAINTAINING EFFECTIVE ENVIRONMENTS FOR STUDENT LEARNING				
2.1 Promoting social development and responsibility within a caring community where each student is treated fairly and respectfully.				
2.2 Creating physical or virtual learning environments that promote student learning, reflect diversity, and encourage constructive and productive interactions among students.				
2.3 Establishing and maintaining learning environments that are physically, intellectually, and emotionally safe.				
2.4 Creating a rigorous learning environment with high expectations and appropriate support for all students.				
2.5 Developing, communicating, and maintaining high standards for individual and group behavior.				
2.6 Employing classroom routines, procedures, norms, and supports for positive behavior to ensure a climate in which all students can learn.				
2.7 Using instructional time to optimize learning.				
3. UNDERSTANDING AND ORGANIZING SUBJECT MATTER FOR STUDENT LEARNING				
3.1 Demonstrating knowledge of subject matter, academic content standards, and curriculum frameworks.				
3.2 Applying knowledge of student development and proficiencies to ensure student understanding of subject matter.				
3.3 Organizing curriculum to facilitate student understanding of the subject matter.				
3.4 Utilizing instructional strategies that are appropriate to the subject matter.				
3.5 Using and adapting resources, technologies, and standards-aligned instructional materials, including adopted materials, to make subject matter accessible to all students.				
3.6 Addressing the needs of English learners and students with special needs to provide equitable access to the content.				
4. PLANNING INSTRUCTION AND DESIGNING LEARNING EXPERIENCES FOR ALL STUDENTS				
4.1 Using knowledge of students' academic readiness, language proficiency, cultural background, and individual development to plan instruction.				
4.2 Establishing and articulating goals for student learning.				
4.3 Developing and sequencing long-term and short-term instructional plans to support student learning.				
4.4 Planning instruction that incorporates appropriate strategies to meet the learning needs of all students.				
4.5 Adapting instructional plans and curricular materials to meet the assessed learning needs of all students.				
5. ASSESSING STUDENT LEARNING				
5.1 Applying knowledge of the purposes, characteristics, and uses of different types of assessments.				
5.2 Collecting and analyzing assessment data from a variety of sources to inform instruction.				
5.3 Reviewing data, both individually and with colleagues, to monitor student learning.				
5.4 Using assessment data to establish learning goals and to plan, differentiate, and modify instruction.				
5.5 Involving all students in self-assessment, goal setting, and monitoring progress.				
5.6 Using available technologies to assist in assessment, analysis, and communication of student learning.				
5.7 Using assessment information to share timely and comprehensible feedback with students and their families.				
6. DEVELOPING AS A PROFESSIONAL EDUCATOR				
6.1 Reflecting on teaching practice in support of student learning.				
6.2 Establishing professional goals and engaging in continuous and purposeful professional growth and development.				
6.3 Collaborating with colleagues and the broader professional community to support teacher and student learning.				
6.4 Working with families to support student learning.				
6.5 Engaging local communities in support of the instructional program.				
6.6 Managing professional responsibilities to maintain motivation and commitment to all students.				
6.7 Demonstrating professional responsibility, integrity, and ethical conduct.				
7. SUPPORTS DISTRICT AND SCHOOL GOALS, PLANS, POLICIES & PROCEDURES				

OVERALL PERFORMANCE SUMMARY

☐ MEETS WITH STANDARDS   ☐ NEEDS IMPROVEMENT   ☐ UNSATISFACTORY

Comments:

Discussed 5 Year Evaluation Cycle (Article 7.200)

EVALUATEE STATEMENT:
I acknowledge that I have seen the above evaluation. I understand that my signature does not necessarily mean that I agree with this evaluation, but that I acknowledge receipt of a copy of it.

Final Evaluation and Rating Conference held   _____ (Evaluatee)

on_____   _____ (Evaluator)

Distribution of Copies: _____ Official Personnel File   _____ Evaluatee Copy   _____ Evaluator Copy

Form #3-C

ORANGE UNIFIED SCHOOL DISTRICT
FINAL EVALUATION AND RATING FORM
(Media Specialist, Nurse, Counselor, Psychologist)

Name _____   School _____

School Year _____   Assignment_____

	Meets District Standards	Needs Improvement	Unsatisfactory
I. JOB SKILLS			
a. Demonstrates effective communication skills.			
b. Establishes and maintains rapport with students, staff, and parents			
c. Exercises good judgment			
d. Displays initiative			
e. Flexibility			
f. Consistency			
g. Demonstrates effective time and job management.			
h. Reviews outcomes of prescribed action and provides appropriate follow through.			
II. PERSONAL AND PROFESSIONAL CHARACTERISTICS			
a. Professional Appearance			
b. Job Knowledge			
III. SUPPORTS DISTRICT AND SCHOOL GOALS, PLANS, POLICIES AND PROCEDURES			

OVERALL PERFORMANCE SUMMARY
(Completed by evaluator based on personal appraisal and the contents of the Certificated Appraisal folder)
_____ Meets District Standards   _____ Needs Improvement   _____ Unsatisfactory

Comments:

_____

_____

_____

_____

Status of Employment
_____This employee has tenure
_____ This employee is probationary, temporary or a long-term substitute (Circle appropriate term)
_____ A contract for next year will be recommended.
_____ Re-Employment will not be recommended.

Evaluatee Statement
I acknowledge that I have seen the above evaluation. I understand that my signature does not necessarily mean that I agree with this evaluation, but that I acknowledge receipt of a copy of it.

Final Evaluation and Rating conference held on _____

Evaluatee Signature _____

Evaluator Signature _____