

**Prior to filling out this form, please save it to your hard drive or personal storage device.**

## (C-- ) Final Performance Appraisal – Non-Tenured Year 1

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Teacher: \_\_\_\_\_

School: \_\_\_\_\_

Specific Assignment Area: \_\_\_\_\_

Principal or Designee: \_\_\_\_\_

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

**Directions:** The Interim Performance Appraisal (C-10 or C-10rev) is a mid-year check for non-tenured teachers. The completion of the mid-year check will allow the non-tenured teacher to know how he or she is progressing prior to winter break. Evidence and comments in a narrative format should be provided, noting the performance indicators and behavioral examples exhibited by the teacher, as well as any data collected to this point during the school year.

Appraisal for School Year: \_\_\_\_\_ –

Recertification Year: \_\_\_\_\_

Enter date evidence was submitted, date of meeting, or number of occurrences in appropriate field(s) below:

Self-Assessment: \_\_\_\_\_

Trend Meetings: \_\_\_\_\_

Professional Goals: \_\_\_\_\_

# of Formal Observations: \_\_\_\_\_

Teacher Presentation of Work Samples: \_\_\_\_\_

# of Learning Walks: \_\_\_\_\_

Other (please specify): \_\_\_\_\_

### Performance Scoring Guidelines

Unacceptable-1 (TPA)	Needs Improvement-2 (TPA)	Applies-3 (TPA)	Integrates-4 (TPA)	Innovates-5 (TPA)
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**\*A rating of *Unacceptable* or *Needs Improvement* in any performance standard will result in a Plan of Improvement**

## (C-9) Final Performance Appraisal – Non-Tenured Year 1

\*\*Years 2 & 3 Only

\*\*\*Year 3 Only

All Years

<b>Knowledge of Students - **Years 2 &amp; 3 Only</b>	
<b>Comments:</b>	<b>Standard Rating (and Score):</b>  Innovates (5) Integrates (4) Applies (3) Needs Improvement (2) Unacceptable (1)
<b>Knowledge of Content &amp; Planning (15%) – All Years</b>	
<b>Comments:</b>	<b>Standard Rating (and Score):</b>  Innovates (5) Integrates (4) Applies (3) Needs Improvement (2) Unacceptable (1)
<b>Instructional Delivery (15%) – All Years</b>	
<b>Comments:</b>	<b>Standard Rating (and Score):</b>  Innovates (5) Integrates (4) Applies (3) Needs Improvement (2) Unacceptable (1)

## (C-9) Final Performance Appraisal – Non-Tenured Year 1

<b>Safe, Effective Learning Environment (15%)- All Years</b>	
<b>Comments:</b>	<b>Standard Rating (and Score):</b>  Innovates (5) Integrates (4) Applies (3) Needs Improvement (2) Unacceptable (1)
<b>Communication &amp; Collaboration – ***Year 3 Only</b>	
<b>Comments:</b>	<b>Standard Rating (and Score):</b>  Innovates (5) Integrates (4) Applies (3) Needs Improvement (2) Unacceptable (1)
<b>Professionalism (15%) – All Years</b>	
<b>Comments:</b>	<b>Standard Rating (and Score):</b>  Innovates (5) Integrates (4) Applies (3) Needs Improvement (2) Unacceptable (1)
<b>Assessment of Learning &amp; Student Academic Progress (40%) – All Years</b>	
<b>Comments:</b>	<b>Standard Rating (and Score):</b>  Innovates (5) Integrates (4) Applies (3) Needs Improvement (2) Unacceptable (1)

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## (C-9) Final Performance Appraisal – Non-Tenured Year 1

Overall Performance Appraisal by Standard:	Enter 1,2,3, 4, or 5 for each standard	Calculate the score for each standard	
Knowledge of Content & Planning	_____ X .15	=	
Instructional Delivery	_____ X .15	=	
Safe, Effective Learning Environment	_____ X .15	=	
Professionalism	_____ X .15	=	
Assessment of Learning & Student Academic Progress	_____ X .40	=	
		<b>Total</b>	

### Overall Performance Appraisal Rating:

Click the button below to display the Overall Performance Appraisal Rating that corresponds to the total score.

- 4.5 – 5.0: Innovates
- 3.5 – 4.4: Integrates
- 2.5 – 3.4: Applies
- 1.5 – 2.4: Needs Improvement \*
- 1 – 1.4: Unacceptable \*

*\*A rating of **Unacceptable** or **Needs Improvement** in any domain will result in a Plan of Improvement*

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## (C-9) Final Performance Appraisal – Non-Tenured Year 1

### Administrator's Comments:

### Administrator's Recommendations:

Continue Employment on Teacher Performance Appraisal

Next Cycle Year

Begin Procedure To Address Performance Problem

Plan of Improvement is Attached

Total number of days taken this year (excluding professional/personal leave or long-term illness):

Total number of days taken for professional leave:

Meets County's acceptable attendance policy?

Yes

No

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### Teacher's Comments:

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Teacher Signature\*

Date

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Principal or Designee Signature

Date

\*Teacher's signature does not imply agreement with the observations, but only that the appraisal has been discussed and a copy received by the teacher.

Meets highly qualified teacher requirements, if applicable.

### COPIES:

Human Resources

Principal

Teacher

*C-9 due by first day of school in June.*