

**EACS Teacher Effectiveness Rubric**  
**Non-permanent teacher - 1<sup>st</sup> & 2<sup>nd</sup> year/Semi-permanent or permanent teacher new to the district/Semi-permanent or permanent teacher in the assistance phase**  
**Summative Form – March 15**

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

Teacher: \_\_\_\_\_ Administrator(s): \_\_\_\_\_

Assignment: \_\_\_\_\_

EACS Experience (including current year): \_\_\_\_\_

Total Experience (including current year): \_\_\_\_\_

Observation Dates: #1: \_\_\_\_\_ #2: \_\_\_\_\_ #3: \_\_\_\_\_ #4: \_\_\_\_\_  
#5: \_\_\_\_\_ #6: \_\_\_\_\_ #7: \_\_\_\_\_ #8: \_\_\_\_\_  
#9: \_\_\_\_\_ #10: \_\_\_\_\_ #11: \_\_\_\_\_ #12: \_\_\_\_\_

Meets or exceeds minimum performance expectations as of March 15: \_\_\_\_\_ Yes \_\_\_\_\_ No  
If no, what indicator(s) did the teacher receive "ineffective" ratings?

\_\_\_\_\_

Comments: \_\_\_\_\_

**NOTE:** A non-permanent teacher may be recommended for non-renewal of their teaching contract for receiving "ineffective" ratings in any one of the domains:

- |                                 |                                |
|---------------------------------|--------------------------------|
| Domain 1: Purposeful Planning   | Domain 3: Teacher Leadership   |
| Domain 2: Effective Instruction | Domain 4: Core Professionalism |

Recommended for continued employment: \_\_\_\_\_ Yes \_\_\_\_\_ No

\_\_\_\_\_  
Teacher's Signature \_\_\_\_\_ Date \_\_\_\_\_

\_\_\_\_\_  
Administrator's Signature \_\_\_\_\_ Date \_\_\_\_\_

The teacher signature does not necessarily indicate agreement with the evaluation, but only that the evaluation has been read by the teacher. The teacher is invited to include self-evaluation comments and professional growth and extra-curricular information as an attachment to the evaluation form.

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The teacher would prefer an administrator not contact EAEA representatives in the event of potential non-renewal.

Teacher \_\_\_\_\_ Date \_\_\_\_\_

**Original to: Human Resources Office**                      **Copies to: Teacher & Administrator(s)**