

ESPES Summative Performance Report

School: _____

Grade/Subject: _____

School Year: _____

Contract Status: _____

Documentation Reviewed:

- Documentation Log Student Learning/Program Obj. Progress Form
- Observation Form Other (specify)

Other: _____

Professional Knowledge Summary ▲

NONE

Artifacts ▲

Name ▲	Type	Category	Rubric Alignment	Criteria Alignment	Date Uploaded	

ES Standard 1: Professional Knowledge ▲

Criteria	Highly Effective	Effective	Partially Effective	Ineffective
Professional Knowledge	The educational specialist uses professional knowledge to lead or engage others to address the needs of the target learning community, while demonstrating respect for individual differences of cultures, backgrounds, and learning needs.	The educational specialist uses professional knowledge to address the needs of the target learning community while demonstrating respect for individual differences, cultures, and learning needs.	The educational specialist inconsistently uses professional knowledge to address the needs of the target learning community and/or inconsistently demonstrates respect for individual differences, cultures, and learning needs.	The educational specialist consistently demonstrates a lack of professional knowledge regarding the needs of the target learning community or rarely demonstrates respect for individual differences and understanding of cultures, backgrounds, and learning needs.
Enter Notes Rubric Score: 0/0				

Performance Standard 1: Professional Knowledge - Comments:

Program Planning and Management Summary ▲

NONE

Artifacts ▲

Name ▲	Type	Category	Rubric Alignment	Criteria Alignment	Date Uploaded	

ES Standard 2: Program Planning and Management ▲

Criteria	Highly Effective	Effective	Partially Effective	Ineffective
Program Planning and Management	The educational specialist engages others in the design of plans, then coordinates, and manages programs and services consistent with established guidelines, policies, and procedures. The work impacts the wider learning community	The educational specialist effectively plans, coordinates, and manages programs and services consistent with established guidelines, policies, and procedures.	The educational specialist attempts, but inconsistently plans, coordinates, and manages programs and services consistent with established guidelines, policies, and procedures.	The educational specialist rarely plans, coordinates, and manages programs and services consistent with established guidelines, policies, and procedures.
Enter Notes Rubric Score: 0/0				

Performance Standard 2: Program Planning and Management - Comments:

Program Delivery Summary

NONE

Artifacts

Name	Type	Category	Rubric Alignment	Criteria Alignment	Date Uploaded
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ES Standard 3: Program Delivery

Criteria	Highly Effective	Effective	Partially	Ineffective
Program Delivery	The educational specialist uses professional knowledge in an innovative manner to provide a variety of exceptional services for the targeted learning community.	The educational specialist uses professional knowledge to implement a variety of services for the targeted learning community.	The educational specialist attempts to use professional knowledge to implement services, but efforts are inconsistent in addressing the needs of the targeted learning community.	The educational specialist rarely uses professional knowledge to implement services to meet the needs of the targeted learning community.
Enter Notes				
Rubric Score: 0/0				

Performance Standard 3: Program Delivery - Comments:

Assessment Summary

NONE

Artifacts

Name	Type	Category	Rubric Alignment	Criteria Alignment	Date Uploaded
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ES Standard 4: Assessment

Criteria	Highly Effective	Effective	Partially	Ineffective
Assessment	The educational specialist consistently demonstrates a high level of performance and takes a leadership role in gathering, analyzing and using data to guide instructional and program planning, and provides timely feedback to learners, families, staff, and community.	The educational specialist gathers, analyzes, and uses data to determine learner/program needs, measure learner/program progress, guide instruction and intervention, and provide timely feedback to learners, families, staff, and community.	The educational specialist attempts, but is inconsistent in gathering, analyzing, and using data, and/or providing timely feedback to learners, families, staff, and community.	The educational specialist rarely uses data to measure learner progress, implement program planning, guide instruction, or to provide timely feedback to learners, families, staff, and the community.
Enter Notes				
Rubric Score: 0/0				

Performance Standard 4: Assessment - Comments:

Communication and Collaboration Summary

NONE

Artifacts

Name	Type	Category	Rubric Alignment	Criteria Alignment	Date Uploaded
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ES Standard 5: Communication and Collaboration

Criteria	Highly Effective	Effective	Partially	Ineffective
Communication and Collaboration	The educational specialist demonstrates initiative in enhancing effective communication and collaboration techniques between the	The educational specialist communicates and collaborates effectively with learners, families, staff, and the community to promote student	The educational specialist attempts, but is inconsistent in communicating a EDUCATION EXHIBIT 2.5/19/15 collaborating with learners, families, staff, and the	The educational specialist rarely communicates and collaborates with learners, families, staff, and the community.

learners, families, staff, and the community.

learning and well-being.

community.

[Enter Notes](#)

Rubric Score: 0/0

Performance Standard 5: Communication and Collaboration - Comments:

Professionalism Summary

NONE

Artifacts

Name	Type	Category	Rubric Alignment	Criteria Alignment	Date Uploaded	
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ES Standard 6: Professionalism

Criteria	Highly Effective	Effective	Partially	Ineffective
Professionalism	The educational specialist is a professional role model for others, engages in a high level of personal professional growth, and/or contributes to the development of others and the well-being of the profession.	The educational specialist exhibits behavior consistent with legal, ethical, and professional standards, contributes to the profession, and engages in professional growth	The educational specialist demonstrates limited understanding of professional ethics, inconsistently participates in professional growth opportunities or inconsistently applies learning from professional development in a way that contributes to the profession	The educational specialist exhibits unethical behavior, rarely participates in professional growth opportunities or rarely applies learning from professional development in a way that contributes to the profession.

[Enter Notes](#)

Rubric Score: 0/0

Performance Standard 6: Professionalism - Comments:

Learner/Program Progress Summary

NONE

Artifacts

Name	Type	Category	Rubric Alignment	Criteria Alignment	Date Uploaded	
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ES Standard 7: Learner/Program Progress

Criteria	Highly Effective	Effective	Partially Effective	Ineffective
Learner/Program Progress	The work of the educational specialist results in a high level of learner progress with all populations and/or program progress.	The work of the educational specialist results in acceptable and measurable learner or program progress based on established standards, district goals, and/or school goals.	The instructional efforts of the educational specialist result in inconsistent learner/program progress; more progress is needed to meet established standards.	The work of the educational specialist rarely results in acceptable learner progress and/or program progress.

[Enter Notes](#)

Rubric Score: 0/0

Performance Standard 7: Learner/Program Progress - Comments:

Evaluation Summary:

EDUCATION EXHIBIT 2 - 5/19/15

Recommended for continued employment.

Recommended for placement on a Performance Improvement

Recommended for dismissal/non-renewal. (The educational specialist has failed to make progress on a Performance Improvement Plan, or the educational specialist consistently performs below the established standards or in a manner that is inconsistent with the school's mission and goals.)

Plan. (One or more standards are ineffective or two or more standards are partially effective.)

Commendations:

Areas Noted for Improvement:

Educational Specialist Improvement Goals:

Overall Evaluation Summary Criteria

- Highly Effective
- Effective

- Partially Effective
- Ineffective

Evaluator:

Date: