

THE SUMMATIVE EVALUATION IS –

- The final annual assessment that measures levels of performance in performance standards, professional conduct and goals as documented in the online educator evaluation system.
- The determinant component for 95% of an educator’s total evaluation for the school year.
 - » Only the School Growth component (5%) remains to be factored in at a later date.

What is considered by an evaluator when completing the Summative Evaluation for an educator?

- All previous components of the Educator Evaluation System may be considered by the evaluator when making performance level ratings determinations for an educator’s Summative Evaluation. The following list contains items that may be considered by an evaluator when completing a Summative Evaluation:
 - » Appropriate rubric containing the professional standards on which the educator is being evaluated.
 - » Educator’s Self-Reflection
 - » Evidence submitted to the system to support Self-Reflection ratings
 - » Goal-Setting: Data indicating how successful an educator was in achieving the goals set for the school year.
 - » Data collected during Observation(s)

Can a Distinguished rating on the Summative Evaluation be granted to an educator who has not submitted evidence to the evaluation system?

- No. Evidence must be present in the system to support a rating of Distinguished.

How are the individual components of the evaluation system weighted when the Summative Evaluation is being calculated?

- 80% of the evaluation is based upon the educator’s performance within the Professional Standards.
- 15% of the evaluation is based upon the educator’s performance on the Goal Setting component of the evaluation.
- 5% of the evaluation is determined by the School-Wide Growth score. This component is factored into the evaluation of an educator by the State Department of Education when the necessary data is available.

What is the effect of an *Unsatisfactory* rating at the standard level on a Summative Evaluation?

- Any *Unsatisfactory* rating at the standard level within the Professional Standards (80%) results in the educator being placed on a Corrective Action Plan. (*For more information, refer to “Plans for Continuous Improvement”*)
- An educator may not receive an *Unsatisfactory* rating for both Learning Goals (15%) unless the educator received an *Unsatisfactory* rating in the Professional Standards.

What is the Summative Conference?

- The Summative Conference takes place between the educator and the evaluator. A discussion of the educator’s completed Summative Evaluation occurs during this conference.

What are some attributes of an effective Summative Conference?

- Communication between evaluator and educator is open and reciprocal. Neither the evaluator nor the educator is monopolizing the conversation.
- Trust between evaluator and educator exists and both understand the importance of listening to the other.
- Evaluator keeps the tone of the conference positive and constructive.
- Evaluator is detailed and specific with the recommendations and comments given to the educator during the conference.

Do deadlines exist for the completion of the Summative Evaluation and corresponding Summative Conference?

- Yes. West Virginia Policy 5310 has established the following deadlines for the completion of the Summative Evaluation and Summative Conference each school year:
 - » For Classroom Teachers and Counselors – Summative Evaluation (except School Growth) and Summative Conference are to be completed on or before June 15 of each school year.
 - » For School Leaders - Summative Evaluation (except School Growth) and Summative Conference are to be completed on or before July 1 of each school year.