

Final Summative Overall Rating Criteria



Excellent designation shall mean the evaluation process reveals performance of an exceptional quality. The teacher contributes significantly in each of the performance criteria in each evaluation category. The teacher — as a result of self-direction — consistently impacts very positively upon students, parents, colleagues and the Homewood-Flossmoor Community High School setting. To achieve a summative rating of **excellent**, the teacher must obtain a rating of **excellent** in three out of the four domains, with the fourth being **Proficient**.



Proficient designation shall mean the evaluation process reveals performance of an acceptable quality. The teacher consistently meets the performance criteria in the evaluation categories. The teacher proficiently performs assigned responsibilities and consistently impacts positively upon students, parents, colleagues and the Homewood-Flossmoor Community High School setting. To achieve a summative rating of **proficient**, no more than one (1) domain can be designated as **Needs Improvement**, with remaining domains designated as **Proficient** or **Excellent**.

Needs Improvement designation shall mean the evaluation process reveals performance of an unacceptable quality. The teacher does not consistently meet the performance criteria in the evaluation categories or has a severe deficiency in at least one category. The teacher does not proficiently perform assigned responsibilities and often times does not positively impact students, parents, colleagues and the Homewood-Flossmoor Community High School setting. To achieve a summative rating of **Needs Improvement**, two (2) more domains must be designated as **Needs Improvement** with the remaining domains designated as **Proficient** or **Excellent**.

Unsatisfactory designation shall mean that the degree of non-conformance to Section 8.2 of the Agreement, or the gravity of violation to policy, public law, procedure or regulation is so severe that lack of remediation will result in further sanctions or dismissal. If any domain is designated as **Unsatisfactory**, the resulting summative rating will be **Unsatisfactory**.