

**McLean County Unit District No. 5  
CERTIFIED STAFF EVALUATION  
PERFORMANCE RATING SCALE**

<b>Cumulative Rating for Each Domain</b>	
<b>Excellent</b>	<b>One-Half or More Items (Excluding NA) Marked Excellent With No Unsatisfactory Marks</b>
<b>Satisfactory</b>	<b>Does Not Meet the Excellent or Unsatisfactory Criteria</b>
<b>Unsatisfactory</b>	<b>Any Domain With One-Third or More Items (Excluding NA) Marked Unsatisfactory</b>

<b>NA</b>
<b>NA</b> is used for any item that is <b>Not Applicable</b> or <b>Not Observed</b> . Any item marked NA is not included when calculating Cumulative Ratings. Strong effort should be made to observe applicable items.

<b>Overall Rating</b>		
<b>Excellent</b>	<b>Minimum of 2 Cumulative Excellent 2 Cumulative Satisfactory</b>	Documented observations reveal performance of an outstanding quality. Multiple strengths in individual domains are evident. No significant weaknesses identified.
<b>Satisfactory</b>	<b>Ratings That Do Not Meet the Excellent Rating With No Unsatisfactory Cumulative Rating</b>	Documented observations reveal accepted levels of performance. Skill area requirements in the individual domains are met satisfactorily. Any identified weaknesses may be improved by the teacher without the formal intervention of an administrator.
<b>Unsatisfactory</b>	<b>Any Cumulative Rating of Unsatisfactory</b>	Documented observations reveal significant remediable weakness(es) in area(s) cited and require formal intervention by the administration. A remediation plan will be developed according to established regulations of the Illinois State Board of Education.

Any teacher who fails to complete a remediation plan with a Satisfactory or better rating shall be dismissed in accordance with Illinois School Code, Chapter 105, Article 24A which can be found at <http://www.legis.state.il.us> - Illinois Compiled Statutes; Chapter 105-Schools.