**Summative Evaluation Rating Rubrics**

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|  | Exceeds Expectations | Meets Expectations | Needs Improvement | Unsatisfactory |
| Ratings for Expectation Categories (Classroom Skills, Working With Students, etc.) | All expectations in category checked with **no concern noted**. In addition, there should be **specific comments indicating particularly strong performance** related to one or more of the expectations. | Generally, all expectations are checked. If one is not checked, or if all are checked but some concern is noted, **any noted concern must be minor enough that no improvement is needed**. | Generally, one or more expectations unchecked. **Comments must show concern serious enough that changes are necessary**. | One or more expectations unchecked, with **comments showing concern serious enough to raise a question of whether instructor will be assigned in the future**. |

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| --- | --- | --- | --- | --- |
|  | Exceeds Expectations | Meets Expectations | Needs Improvement | Unsatisfactory |
| Overall Rating | Category Ratings: All four category ratings are “Meets Expectations” or higher.  Narrative Evaluation: No concern should be noted in the narrative evaluation section of the form.  **Also required**: One of the four category ratings should be “Exceed Expectations” and/or comments in the narrative section of the evaluation form should indicate specifically how the faculty member has exceeded expectations of the typical faculty member. | Category Ratings: All four category ratings are “Meets Expectations” or higher.  Narrative Evaluation: Any concern noted in the narrative section of the evaluation form should be minor enough that no improvement is needed. | Category Ratings: One or more category ratings are “Needs Improvement” or below;  -OR-  Narrative Evaluation: Concern noted in the narrative section of the evaluation form is serious enough that improvement is needed, *even if all four category ratings are “Meets Expectations” or higher.* | Category Ratings: One or more category ratings are “Unsatisfactory” or below;  -OR-  Narrative Evaluation: Concern noted in the narrative section of the evaluation form is serious enough to raise a question of whether instructor will be assigned in the future, *even if all four category ratings are “Meets Expectations” or higher.* |