**Paraprofessional Summative Evaluation**

The focus of paraprofessional evaluation is ongoing professional growth. Periodically, performance must be evaluated to acknowledge growth, as well as opportunities to improve. At the end of each school year, paraprofessionals will receive a summative score and performance rating (Unsatisfactory, Basic, Proficient, or Distinguished) based on the performance levels of the **U.S. Virgin Islands Performance Evaluation Framework for Paraprofessionals**.

Paraprofessionals are evaluated through the use of 1) a Professional Growth Plan (PGP), 2) one scheduled Observation, and 3) Paraprofessional Time. The PGP represents 30% of the Summative Score, the Observation represents 60%, and Paraprofessional Time represents 10%. The **Summative Score is automatically calculated in Talent Ed**.

**Professional Growth Plan Score (30%)**

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| *The Professional Growth Plan Score is transferred from the PGP Development and Scoring Rubric in TalentEd.* |

**Observation Score (60%)**

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| *Observation Score is automatically transferred from the U.S. Virgin Islands Performance Evaluation Framework for Paraprofessionals in TalentEd.*  (Territory-Wide Component Score + Administrator Component Score + Choice 1 Component Score + Choice 2 Component Score) ÷ 4. |

**Paraprofessional Time Score (10%)**

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| *The Professional Time Score is transferred from the Paraprofessional Time Form in TalentEd.* |

**Summative Score**

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| *TalentEd automatically calculates the Paraprofessional Summative Score.*  *(PGP Score × .30) + (Observation Score × .60) + (Paraprofessional Time Score × .10)* |

**Final Performance Rating\***

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| *(TalentEd assigns the Summative Rating based on the Paraprofessional Summative Score.)* |

**\*For the SY 2016-17, performance ratings will be assigned when cut scores have been determined after the end of the school year.**