



Ineffective	Improvement Necessary	Effective	Highly Effective
1.0	1.75	2.5	3.5
Points	Points	Points	Points

CALCULATION FOR 2012-13

SIP Performance*: $\frac{\text{Goal 1} + \text{Goal 2} + \text{Goal 3} + \text{Goal 4} + \text{Goal 5} + \text{Goal 6}}{6}$

*Cannot exceed 4.0

Final Rating Formula: (Observation Rating x .9) + (SIP Performance x .1)

Example:

$$\text{SIP Performance: } \frac{2 + 4.8 + 2 + 0 + 2 + 4}{6} = 2.47$$