

Summative Performance Report

(School Name) _____

Directions: Evaluators use this form at the end of the school year to present the licensed athletic trainers with a written assessment of performance. The licensed athletic trainer should receive a copy of the form. The signed form is submitted to the site administrator within 10 calendar days of the summative evaluation meeting.

Licensed Athletic Trainer: _____

School: _____ **School Year:** _____ - _____

Contract Status: **Tenured** **Non-Tenured**

Documentation Reviewed: **Documentation Log** **Observation Form**
 Other _____

Performance Standard 1: Injury/Illness Prevention

Highly Effective	Effective	Partially Effective	Ineffective
The Licensed Athletic Trainer uses professional knowledge and consistently employs injury preventative measures. Evaluates protocols for injury prevention and makes recommendations and/or changes to increase effectiveness.	The Licensed Athletic trainer uses professional knowledge and consistently employs injury preventative measures.	The Licensed Athletic Trainer employs injury preventative measures., however does not consistently use professional knowledge, or some measures are not done in a consistent manner.	The Licensed Athletic Trainer’s actions demonstrate a lack of professional knowledge regarding injury preventative measures, or rarely demonstrates injury preventative measures.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:			

Performance Standard 2: Clinical Injury Evaluation

Highly Effective	Effective	Partially Effective	Ineffective
<p>The Licensed Athletic Trainer uses professional knowledge and consistently and accurately conducts evaluations to determine nature and extent of injury/illness or health related conditions. Evaluates protocols for evaluation and makes recommendations and/or changes to increase effectiveness.</p>	<p>The Licensed Athletic Trainer uses professional knowledge and consistently and accurately conducts evaluations to determine nature and extent of injury/illness or health related conditions.</p>	<p>The Licensed Athletic Trainer conducts evaluations to determine nature and extent of injury/illness or health related conditions, however does not consistently use professional knowledge or, some evaluations are not done in a consistent manner or are not accurate.</p>	<p>The Licensed Athletic Trainer's actions demonstrate a lack of professional knowledge regarding injury evaluations, or rarely demonstrates consistent and accurate injury evaluations.</p>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p><i>Comments:</i></p>			

Performance Standard 3: Immediate and Emergency Care

Highly Effective	Effective	Partially Effective	Ineffective
<p>The Licensed Athletic Trainer uses professional knowledge and consistently and accurately conducts immediate and emergency care procedures. Evaluates protocols for immediate and emergency care and makes recommendations and/or changes to increase effectiveness.</p>	<p>The Licensed Athletic Trainer uses professional knowledge and consistently and accurately conducts immediate and emergency care procedures.</p>	<p>The Licensed Athletic Trainer conducts immediate and emergency care procedures however does not consistently use professional knowledge or, some procedures are not done in a consistent manner or are not accurate.</p>	<p>The Licensed Athletic Trainer's actions demonstrate a lack of professional knowledge regarding immediate and emergency care procedures, or rarely demonstrates consistent and accurate immediate and emergency care procedures.</p>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p><i>Comments:</i></p>			

Performance Standard 4: Treatment and Rehabilitation

Highly Effective	Effective	Partially Effective	Ineffective
<p>The Licensed Athletic Trainer uses professional knowledge and consistently and accurately conducts injury treatment and rehabilitation procedures. Evaluates protocols for injury treatment and rehabilitation and makes recommendations and/or changes to increase effectiveness.</p>	<p>The Licensed Athletic Trainer uses professional knowledge and consistently and accurately conducts injury treatment and rehabilitation procedures.</p>	<p>The Licensed Athletic Trainer conducts injury treatment and rehabilitation procedures however does not consistently use professional knowledge or, some procedures are not done in a consistent manner or are not accurate.</p>	<p>The Licensed Athletic Trainer’s actions demonstrate a lack of professional knowledge regarding injury treatment and rehabilitation procedures, or rarely demonstrates consistent and accurate injury treatment and rehabilitation procedures.</p>
<p style="text-align: center;"><input type="checkbox"/></p>	<p style="text-align: center;"><input type="checkbox"/></p>	<p style="text-align: center;"><input type="checkbox"/></p>	<p style="text-align: center;"><input type="checkbox"/></p>
<p><i>Comments:</i></p>			

Performance Standard 5: Organization and Administration

Highly Effective	Effective	Partially Effective	Ineffective
<p>The Licensed Athletic Trainer uses professional knowledge and consistently and accurately conducts organizational and administrative procedures. Evaluates protocols for organization and administration and makes recommendations and/or changes to increase effectiveness.</p>	<p>The Licensed Athletic Trainer uses professional knowledge and consistently and accurately conducts organizational and administrative procedures.</p>	<p>The Licensed Athletic Trainer conducts organizational and administrative procedures however does not consistently use professional knowledge or, some procedures are not done in a consistent manner or are not accurate.</p>	<p>The Licensed Athletic Trainer’s actions demonstrate a lack of organizational and administrative procedures, or rarely demonstrates consistent and accurate organizational and administrative procedures.</p>
<p style="text-align: center;"><input type="checkbox"/></p>	<p style="text-align: center;"><input type="checkbox"/></p>	<p style="text-align: center;"><input type="checkbox"/></p>	<p style="text-align: center;"><input type="checkbox"/></p>
<p><i>Comments:</i></p>			

Performance Standard 6: Personal and Professional Attributes

Highly Effective	Effective	Partially Effective	Ineffective
The Licensed Athletic Trainer is a professional role model for others, engages <i>in a high level of</i> personal professional growth, and/or contributes to the development of others and the well-being of the profession.	The Licensed Athletic Trainer exhibits behavior consistent with legal, ethical, and professional standards, contributes to the profession, and engages in professional growth.	The Licensed Athletic Trainer demonstrates limited understanding of professional ethics, <i>inconsistently</i> participates in professional growth opportunities or <i>inconsistently</i> applies learning from professional development in a way that contributes to the profession.	The Licensed Athletic Trainer <i>exhibits unethical behavior, rarely</i> participates in professional growth opportunities or <i>rarely</i> applies learning from professional development in a way that contributes to the profession.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p><i>Comments:</i></p>			

Evaluation Summary

- Recommended for continued employment.
- Recommended for placement on a *Performance Improvement Plan*. (One or more standards are *ineffective* or two or more standards are *partially effective*.)
- Not recommended for subsequent contract. (The Licensed Athletic Trainer has failed to make progress on a *Performance Improvement Plan*, or the Licensed Athletic Trainer consistently performs below the established standards or in a manner that is inconsistent with the school’s mission and goals.)

Commendations:

Areas Noted for Improvement:

Licensed Athletic Trainer Improvement Goals:

Overall Evaluation Summary Criteria			
<input type="checkbox"/> Highly Effective	<input type="checkbox"/> Effective	<input type="checkbox"/> Partially Effective	<input type="checkbox"/> Ineffective
<p>_____ <i>Licensed Athletic Trainer’s Signature/Date</i></p>		<p>_____ <i>Evaluator’s Signature/Date</i></p>	
<p>Signature only denotes the review occurred, not necessarily agreement with the final recommendation.</p>			