

# Kansas Performance Matrix

SP 1	SP 2	SP 3	SP Summary Rating	Student Learning	Content Knowledge	Instructional Practice	Professional Responsibility	IPP Summary Rating	Final Summative Rating
Met	Met	Met	Highly Effective	HE	HE	HE	HE	Highly Effective	Highly Effective
Met	Met	Met	Highly Effective	E	E	E	E	Effective	Highly Effective or Effective
Met	Met	Met	Highly Effective	D	D	D	D	Developing	Effective or Developing
Met	Not Met	Met	Effective	E	HE	HE	HE	Highly Effective	Highly Effective or Effective
Not Met	Met	Met	Effective	E	D	E	E	Effective	Effective
Met	Met	Not Met	Effective	D	E	D	D	Developing	Effective or Developing
Not Met	Not Met	Met	Developing	E	E	E	E	Effective	Effective or Developing
Not Met	Met	Not Met	Developing	E	D	D	IE	Developing	Developing
Not Met	Not Met	Met	Developing	IE	IE	D	IE	Ineffective	Developing or Ineffective
Not Met	Not Met	Not Met	Ineffective	D	D	D	D	Developing	Developing or Ineffective
Not Met	Not Met	Not Met	Ineffective	IE	IE	IE	IE	Ineffective	Ineffective

- Should meet at least two SPs to be considered effective, highly effective or the equivalent for the SP Summary Rating.
- Meeting only one SP may indicate educator is developing or the equivalent for the SP Summary Rating.
- Meeting no student performance expectations may indicate educator is ineffective in the area.
- The Final Summative Rating can only be rated one performance level higher than the lowest summary rating.
- When both summary ratings are the same, that rating becomes the Final Summative Rating.

**NOTE:** Kansas State Assessments are not required as a performance indicator in educator evaluations.

IE = Ineffective  
 D = Developing  
 E = Effective  
 HE = Highly Effective