

Tool 14: Tables to Integrate Outcomes into Evaluation

Refer to Step 11 for information about how to integrate outcomes into the SRO's performance evaluation. The tables below are provided to make your calculations as easy as possible. Samples of completed tables are provided to remind you how to complete each table.

Table 3

Priority Outcome	Assigned Degree of Importance (Sum total = 100)	Estimated % Influence by the SRO (Each may be up to 100%)	Points Allocated to the Achievement of the Outcome (Importance x % Influence)
1.			
2.			
3.			
4.			
TOTAL	100		_____ possible points (sum the column)

Sample Table 3

Priority Outcome	Assigned Degree of Importance	Estimated % Influence by the SRO	Points Allocated to the Achievement of the Outcome
Thefts in the locker room	20	65%	20 x .65 = 13
Fear of being beaten up	30	80%	30 x .80 = 24
Drug use in the parking lot	40	50%	40 x .50 = 20
Teachers' knowledge of gang signs and symptoms	10	90%	10 x .90 = 9
TOTAL	100		66 possible points

Table 4

Outcome Finding	% of Points to Award for Outcome Achievement
Achieved outcome	100%
Partially achieved the outcome	80%
No change on the outcome	60%
Outcome changes for the worse	0%

Table 5

Priority Outcome	Result (From data analysis)	Finding (Achieved outcome, partial success, no change, outcome worsened)	% Points Awarded (from Table 4)
1.			
2.			
3.			
4.			

Sample Table 5

Priority Outcome	Result	Finding	% Points Awarded
Thefts in the locker room	Number of thefts and value of items stolen did not change	No Change	60%
Fear of being beaten up	Number of fights in the bathroom reduced	Outcome achieved	100%
Drug use in the parking lot	No change in the number of referrals or police reports for drug use, but students reported an increased understanding of the health and legal consequences of drug use	Partial success	80%
Teachers' knowledge of gang signs and symptoms	Teachers' reported an increased understanding of the gang signs and symptoms	Outcome achieved	100%

Table 6

Assess the SRO's Level of Effort on Each Outcome	Bonus % Points for Effort
Superior effort	+ 10%
Good effort	+ 5%
Average effort	0%
Below average effort	- 5%
No effort	- 10%

Table 7

Priority Outcome	Points Possible (from Table 3)	Outcome Finding % (from Table 4)	Bonus for Effort (from Table 6)	Points Awarded (Points possible x [outcome finding % + bonus % for effort])
1.				
2.				
3.				
4.				
TOTAL	100			_____ points earned (sum the column)

Sample Table 7

Priority Outcome	Points Possible (Table 3)	Outcome Finding % (Table 4)	Bonus for Effort (Table 6)	Points Awarded (Points possible x [outcome finding % + bonus % for effort])
Thefts in the locker room	13	No change (60%)	No effort (-10%)	13 x (60% - 10%) = 6.5 points
Fear of being beaten up	24	Outcome achieved (100%)	Superior (+10%)	24 x (100% + 10%) = 26.4 points
Drug use in the parking lot	20	Partial success (80%)	Good (+5%)	20 x (80% + 5%) = 17 points
Teachers' knowledge of gang signs and symptoms	9	Outcome achieved (100%)	Average (0%)	9 x (100% + 0%) = 9 points
TOTAL	66 points possible			58.9 points earned ÷ 66 points possible = 89%

Overall Performance Evaluation Score: _____ %
 (total points earned ÷ total points possible)