

SCHOOL DISTRICT OF GADSDEN COUNTY

SPEECH / LANGUAGE PATHOLOGIST

PERFORMANCE APPRAISAL

Name _____ Position _____

School / Dept. _____ School Year _____

1. PLANNING / PREPARATION

Category Definitions

1. Develop and write an Individual Education Plan (IEP) for every student enrolled in the speech and language program.
2. Select or prepare materials and supplies for program implementation, including therapy, classroom, and home carry-over activities.
3. Sequence activities appropriately.
4. Plan educationally relevant therapy.
5. Establish schedules for delivery of services.

Source Code (circle choices)

- | | | | | | |
|----------------------------------|----------------------------|------------------------------|--|--------------------------|-----------------------------|
| A. Behavioral Event
Interview | B. Direct
Documentation | C. Indirect
Documentation | D. Training
Programs
Competency
Acquisition | E. Evaluatee
Provided | F. Confirmed
Observation |
|----------------------------------|----------------------------|------------------------------|--|--------------------------|-----------------------------|

Rating Code (circle one)

Unsatisfactory
Needs Improvement
Effective
Very Effective
Outstanding

SPEECH / LANGUAGE PATHOLOGIST (Continued)

2. ADMINISTRATIVE / MANAGEMENT**Category Definitions**

6. Prepare reports and interpret state standards for program eligibility.
7. Prepare and maintain audit files on students in the speech / language program.
8. Establish and maintain a positive, organized and safe learning environment.
9. Establish and use behavior management techniques which are appropriate and effective.
10. Manage materials and equipment effectively.
11. Assist in the enforcement of school rules, administrative regulations, and School Board policies.
12. Use technology resources effectively.

Source Code (circle choices)

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|--------------------------------------|--------------------------------|----------------------------------|--|------------------------------|---------------------------------|
| A. Behavioral Event Interview | B. Direct Documentation | C. Indirect Documentation | D. Training Programs Competency Acquisition | E. Evaluatee Provided | F. Confirmed Observation |
|--------------------------------------|--------------------------------|----------------------------------|--|------------------------------|---------------------------------|

Rating Code (circle one)

- | | | | | |
|-----------------------|--------------------------|------------------|-----------------------|--------------------|
| Unsatisfactory | Needs Improvement | Effective | Very Effective | Outstanding |
|-----------------------|--------------------------|------------------|-----------------------|--------------------|

3. ASSESSMENT / EVALUATION**Category Definitions**

13. Identify students who have speech and / or language impairments through screening and / or diagnostic assessments.
14. Determine eligibility for the speech / language program.
15. Screen students' hearing and refer for further audiological assessment when needed.
16. Re-evaluate students enrolled in the speech and language program every three (3) years.
17. Assess student progress and communicate that information knowledgeably and responsibly to students, parents, and professional staff.

Source Code (circle choices)

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|--------------------------------------|--------------------------------|----------------------------------|--|------------------------------|---------------------------------|
| A. Behavioral Event Interview | B. Direct Documentation | C. Indirect Documentation | D. Training Programs Competency Acquisition | E. Evaluatee Provided | F. Confirmed Observation |
|--------------------------------------|--------------------------------|----------------------------------|--|------------------------------|---------------------------------|

Rating Code (circle one)

- | | | | | |
|-----------------------|--------------------------|------------------|-----------------------|--------------------|
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|-----------------------|--------------------------|------------------|-----------------------|--------------------|

SPEECH / LANGUAGE PATHOLOGIST (Continued)**4. INTERVENTION / DIRECT SERVICES****Category Definitions**

18. Conduct educationally relevant therapy for eligible students.
19. Implement the Individual Education Plan (IEP).
20. Provide teachers with strategies for classroom modifications.
21. Monitor and share results of progress toward goals with parents and teachers.
22. Provide appropriate instruction and modification to students with special needs, including students who have limited proficiency in English.
23. Foster student responsibility, appropriate social behavior, valuing of cultural diversity, and respect for self and others.
24. Use appropriate materials, technology and resources to help meet learning needs of all students.
25. Recognize overt indicators of student distress or abuse and take appropriate intervention, referral, or reporting action.

Source Code (circle choices)

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|--------------------------------------|--------------------------------|----------------------------------|--|------------------------------|---------------------------------|
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Rating Code (circle one)

- | | | | | |
|-----------------------|--------------------------|------------------|-----------------------|--------------------|
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|-----------------------|--------------------------|------------------|-----------------------|--------------------|

5. COLLABORATION**Category Definitions**

26. Participate in the Child Study Team to assist in suggesting interventions and selecting students for evaluation.
27. Use input from parents, teachers, and others involved with the students to develop the IEPs.
28. Consult with and serve as a resource to teachers about speech and language disorders.
29. Attend staffings and other meetings as required.
30. Provide consultation and follow-up services as needed.

Source Code (circle choices)

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Rating Code (circle one)

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|-----------------------|--------------------------|------------------|-----------------------|--------------------|

SPEECH / LANGUAGE PATHOLOGIST (Continued)**6. STAFF DEVELOPMENT****Category Definitions**

31. Participate in appropriate activities for the continuing improvement of professional knowledge and skills.
 32. Keep abreast of relevant laws, rules and policies.
 33. Provide training and / or information for parents, teachers, and administrators.

Source Code (circle choices)

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|-------------------------------|-------------------------|---------------------------|---|-----------------------|--------------------------|
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|-------------------------------|-------------------------|---------------------------|---|-----------------------|--------------------------|

Rating Code (circle one)

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|----------------|-------------------|-----------|----------------|-------------|
| Unsatisfactory | Needs Improvement | Effective | Very Effective | Outstanding |
|----------------|-------------------|-----------|----------------|-------------|

7. PROFESSIONAL RESPONSIBILITIES**Category Definitions**

34. Model professional and ethical conduct at all times.
 35. Perform all professional responsibilities.
 36. Prepare required reports and maintain all appropriate records.
 37. Maintain confidentiality of student and other professional information.
 38. Comply with policies, procedures, and programs.
 39. Support school and District goals and priorities.
 40. Perform other duties as assigned.

Source Code (circle choices)

- | | | | | | |
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Rating Code (circle one)

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|----------------|-------------------|-----------|----------------|-------------|

SPEECH / LANGUAGE PATHOLOGIST (Continued)

8. STUDENT GROWTH / ACHIEVEMENT**Control Dimension**

41. Ensure that student growth / achievement is continuous and appropriate for age group and student program classification.
 42. Establish and maintain a positive, collaborative relationship with students' families to increase student achievement.

Provide leadership in the implementation of the Sunshine State Standards, Florida Writes, Florida Comprehensive Assessment Test (FCAT) and other tests designed and adopted to measure student achievement.

(Special Note)

An effective or higher rating is required in this job context category in order to be eligible for an overall effective or higher rating.

Source Code (circle choices)

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Rating Code (circle one)

Unsatisfactory Needs Improvement Effective Very Effective Outstanding

9. ASSESSMENT AND OTHER SERVICES**Control Dimension**

- The use of the adopted performance appraisal system for instructional and other employees.
 The accurate and timely filing of all school reports.
 The completion of required professional development services.
 The analyzing and reporting of the results of the School Improvement Teams' efforts on student performance.

Assist in establishing and maintaining a positive collaborative relationship with the students' families to increase student achievement.

(Special Note)

An effective or higher rating is required in this job context category in order to be eligible for an overall Effective or higher rating.

Source Code (circle choices)

- | | | | | | |
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Rating Code (circle one)

Unsatisfactory Needs Improvement Effective Very Effective Outstanding

SPEECH / LANGUAGE PATHOLOGIST (Continued)

OVERALL RATING: (enter total scores)

Input from parents and teachers was collected and analyzed in preparation of this report.

Unsatisfactory _____ Needs Improvement _____ Effective _____ Very Effective _____ Outstanding _____

Comments of the Evaluatee:

This evaluation has been discussed with me: Yes _____ No _____

Signature of Evaluatee **Date**

Comments of the Evaluator:

Signature of Evaluator **Date**