

SCHOOL DISTRICT OF GADSDEN COUNTY

PHYSICAL THERAPIST

PERFORMANCE APPRAISAL

Name _____ Position _____

School / Dept. _____ School Year _____

1. PLANNING / PREPARATION

Category Definitions

1. Develop an individual physical therapy program Plan of Care and provide it to physician for approval.
2. Participate in developing an Individual Education Plan (IEP) goals, and objectives for each student served.
3. Identify / select appropriate materials and equipment for therapy.
4. Establish schedules for therapy sessions.

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

PHYSICAL THERAPIST (Continued)

2. ADMINISTRATIVE / MANAGEMENT

Category Definitions

- 5. Establish and maintain effective and efficient record-keeping procedures.
- 6. Maintain accurate daily records and data collection to document students' progress, including requirements for Medicaid.
- 7. Manage time effectively.
- 8. Manage materials and equipment effectively.
- 9. Establish and maintain a positive, organized and safe environment for students.
- 10. Use technology resources effectively.
- 11. Assist in developing forms for documentation.

Source Code (circle choices)

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3. ASSESSMENT / EVALUATION

Category Definitions

- 12. Evaluate students' physical needs.
- 13. Write evaluations and interim progress reports.
- 14. Re-evaluate short-term objectives and write new ones as needed.
- 15. Use standardized tests and clinical observations to screen, evaluate and reassess students' needs.

Source Code (circle choices)

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PHYSICAL THERAPIST (Continued)

4. INTERVENTION / DIRECT SERVICES

Category Definitions

- 16. Implement Plan of Care with specific instructions to students, teachers, other professionals, parents and any other participants on an interdisciplinary team.
- 17. Provide direct physical therapy to include strengthening exercise, stretching, balance training, gait and mobility training.
- 18. Prescribe and adjust adaptive equipment and instruct classroom staff in safe use.
- 19. Attend medical clinics with or on behalf of students as necessary, or send progress reports to explain students' status within the school setting.
- 20. Provide for student services as recommended in IEP.
- 21. Recognize overt indicators of student distress or abuse and take appropriate intervention, referral or reporting action.

Source Code (circle choices)

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5. COLLABORATION

Category Definitions

- 22. Communicate effectively, orally and in writing, with other professionals, students, parents, and community.
- 23. Correspond with sponsoring physicians as appropriate.
- 24. Attend IEP meetings and other student-related conferences.
- 25. Provide families, employees, and other professionals with consultation and instruction in therapy techniques to establish carry-over into daily activities. This may include, but not be limited to, home visits and regular scheduled meetings.
- 26. Consult with teachers, parents, and other IEP committee members to ensure that students' needs are being met.

Source Code (circle choices)

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PHYSICAL THERAPIST (Continued)

6. STAFF DEVELOPMENT

Category Definitions

- 27. Participate in appropriate activities for the continuous improvement of professional knowledge and skills.
- 28. Provide employees inservice training as deemed necessary by the Director of Exceptional Student Education.

Source Code (circle choices)

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7. PROFESSIONAL RESPONSIBILITIES

Category Definition

- 29. Model professional and ethical conduct at all times.
- 30. Perform all professional responsibilities.
- 31. Prepare required reports and maintain all appropriate records.
- 32. Maintain confidentiality of student and other professional information.
- 33. Comply with policies, procedures, and programs.
- 34. Support school and district goals and priorities.
- 35. Perform other duties as assigned.

Source Code (circle choices)

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PHYSICAL THERAPIST (Continued)

8. STUDENT GROWTH / ACHIEVEMENT

Control Dimension

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

Ensure that student growth / achievement is continuous and appropriate school wide. Indicators may include: Teacher made tests, criterion and norm-referenced standardized tests, portfolio assessment, professional team interaction and analysis reports, documented parent interaction, student discipline records, and others as deemed appropriate by the district and / or required by adopted curriculum standards.

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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