



Amphitheater Specialist Evaluation

Professional Group: School Psychologists

Name of Specialist _____ School _____ Date: _____

Rating Scale:

4 – A specialist at Level 4 exceeds the best practices of Level 3 through innovation, flexibility, and creativity for an indicator. The specialist at Level 4 is recognized as a leader in this area and could be called upon to model skills/competencies or assist in the development of this skill with colleagues.

3 – A specialist at Level 3 demonstrates appropriate best practice for an indicator, engages and guides students, differentiates practice and monitors the results. A specialist at this level is student-centered and focuses on the skills and strategies which result in increased student progress. The Level 3 specialist demonstrates mastery of this indicator.

2 – A specialist at Level 2 demonstrates strategies for an indicator but does not yet monitor its effectiveness on student learning. A specialist at this level is progressing toward applying effective practices leading to the accomplishment of the indicator, but needs some assistance in mastering the skills necessary to positively effect student progress.

1 – A specialist at Level 1 may demonstrate a strategy for an indicator but it is incorrect or ineffective. A specialist at this level must improve his/her understanding and application of strategies for this indicator to correct or avoid negative effects on student progress.

Domain 1:	Indicators	Rating 1	Rating 2	Rating 3	Rating 4
Professional Responsibilities	1.1 Supports school and district vision, mission, beliefs and policies while abiding by the ethics of the profession.				
	1.2 Collaborates, plans, supports, interacts and communicates effectively with colleagues in a professional manner.				
	1.3 Develops skills in new assessment procedures, intervention techniques, assessment procedures, and other advances in the field by engaging in continuing professional development, based on personal reflection and employer feedback.				
	1.4 Conducts self in a professional manner: <ul style="list-style-type: none"> • participates in required meetings • is punctual • maintains a professional day 				
	1.5 Completes assigned tasks and required paperwork by established deadlines.				
	1.6 Maintains accurate, confidential, and timely student records.				

Domain 2:	Indicators	Rating 1	Rating 2	Rating 3	Rating 4
Consultation	2.1 Effectively consults and collaborates with parents, teachers, and other school personnel regarding mental health, behavioral, and educational concerns.				
	2.2 Provides comprehensive consultation services that include observation, review of records, teacher conferences, parent conferences, student interviews, reports and team meetings.				
	2.3 Collaborates with school professionals in prevention, assessment, and intervention efforts.				
	2.4 Demonstrates knowledge of community agencies and resources.				
	2.5 Exchanges information with external agencies for purposes of student assessment and programs, after procuring releases.				
Domain 3:	Indicators	Rating 1	Rating 2	Rating 3	Rating 4
Assessment	3.1 Effectively uses a variety of instruments, procedures, and techniques, including interviews, observations, tests, and rating scales when conducting student evaluations.				
	3.2 Conducts assessments following standardized administration procedures in all areas of suspected disability.				
	3.3 Ensures that the Multidisciplinary Educational Team (MET) follows Arizona Department of Education (ADE) eligibility guide steps.				
	3.4 Effectively communicates evaluation results.				

Evaluator Comments:

Employee Comments:

Evaluator Signature: _____ **Date:** _____

Employee Signature: _____ **Date:** _____

EMPLOYMENT RECOMMENDATION

(To be initialed by PRINCIPAL at final evaluation of the year)

_____ I RECOMMEND that this employee be offered a contract for the ensuing year.

_____ I RECOMMEND this employee for continuing status. (Use for third year probationary specialists only.)

_____ NOT APPLICABLE (specify reason): _____

_____ I DO NOT RECOMMEND that this employee be offered a contract for the ensuing year.

Date: _____

Note: An Improvement Plan MUST BE DEVELOPED if ratings of "1" are given.

Copies to: Human Resources – School – Employee