

Puyallup Education Support Professional Association (PESPA) Evaluation

Employee Name: _____ Employee Number: _____

Work Location: _____ School Year: _____

Position(s): _____ Evaluator Name: _____

Evaluation scores to be completed below by the evaluator by referencing the PESPA Evaluation Rubrics for each criterion.

1= Unsatisfactory 2=Basic 3 = Proficient 4 = Distinguished

Criteria	Score (1-4)	Comments (Required for a score of 1 or 2; Optional for a score of 3 or 4)
1. Communication		
2. Cultural Competence		
3. Professionalism & Ethical Practices		
4. Collaboration		
5. Delivering & Supporting Instruction		
6. Student Management & Relationships		
7. Quality of Work		
8. Leadership		
TOTAL SCORE		

Overall Rating:

Unsatisfactory (1)

Basic (2)

Proficient (3)

Distinguished (4)

Total Score	8 – 14	15 – 21	22 – 28	29 – 32
Rating	Unsatisfactory	Basic	Proficient	Distinguished

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Addendum Included:

CTE Interpreter/Tutor LPN Science Tech Tech/Library

	1	2	3	4
Rating	Unsatisfactory	Basic	Proficient	Distinguished
Addendum Score				

Additional Comments: (Required if the Total Score and Addendum Score are not aligned)

Future Focus (Required):

Professional learning in the area(s) of: _____

Collaboratively develop an individualized support plan with evaluator

Mentoring provided by: _____

Other (Please specify):

The signature below does not necessarily imply that the employee agrees with the preceding report, only that they have seen and discussed it with the evaluator and have been provided a copy. Employee may attach statement.

Employee Signature: _____

Date: _____

Evaluator Signature: _____

Date: _____

Employee Statement Attached: Yes No