

**SOUTH SAN ANTONIO
INDEPENDENT SCHOOL DISTRICT**

PERFORMANCE APPRAISAL – SUMMATIVE EVALUATION REPORT

NAME: _____ **SOCIAL SECURITY NO.:** _____

POSITION: _____ **SCHOOL/DEPARTMENT:** _____

EVALUATOR: _____ **DATE OF REVIEW:** _____

APPRAISAL PERIOD: DATE FROM _____ **DATE TO** _____

DIRECTIONS

The following statements describe the coach who achieves success. Based on cumulative performance information, the evaluator estimates the coach’s effectiveness in meeting each criterion. Rate each criterion using the scale below that most closely describes the coach’s attainment of that criterion. For each domain, a comment area is provided for general statements and/or recommendations.

Rating scale	E	Exceeds expectations	Performance exceeds expectations
	P	Proficient	Performance meets expectations
	I	Needs Improvement	Performance does not meet expectations
	N/A	Not applicable	Performance is not expected

Directions: Use the above descriptions to rate each performance area. Determine the overall job performance by reviewing all ratings. Supporting comments must be given for a rating of (E) exceeds expectations or (I) needs improvement.

DOMAINS	RATING SCALE	PERFORMANCE CRITERIA (Refer to example criteria and/or use job description for each administrative position.)	COMMENTS
I. PROMOTING POSITIVE SCHOOL CLIMATE	_____ _____ _____ _____	1. Presents a positive role model for students that supports the mission of the school district. 2. Maintains a positive and effective working relationship with supervisors. 3. Complies with ail district and local campus routines and regulations. 4. Effectively communicates with colleagues, students, and parents.	

Athletic Trainer Appraisal

DOMAINS	RATING SCALE	<p align="center">PERFORMANCE CRITERIA (Refer to example criteria and/or use job description for each position.)</p>	COMMENTS
<p align="center">II. SCHOOL/DISTRICT IMPROVEMENT</p>	<p>— — — —</p>	<p>5. Maintains high standards of productivity. 6. Makes judgments using critical thinking skills and objective information. 7. Addresses priorities and completes tasks/ obligations by practicing time management. 8. Keeps records organized, up-to-date, and accurate.</p>	
<p align="center">III. INSTRUCTIONAL MANAGEMENT</p>	<p>— — — —</p>	<p>9. Prepares a safe and appropriate athletic program plan to meet identified needs. 10. Demonstrates ability in implementing campus athletic program to support the district's mission and goals. 11. Demonstrates proficiency in coaching skills. 12. Demonstrates teaching skills in athletics and provides services to the school community.</p>	
<p align="center">V. STUDENT MANAGEMENT</p>	<p>— — —</p>	<p>13. Interacts effectively with students to promote positive attitudes toward school athletic programs. 14. Effectively coordinates services for students. 15. Maintains positive and effective working relationships with students.</p>	
<p align="center">V. PROFESSIONAL GROWTH AND DEVELOPMENT</p>	<p>— —</p>	<p>16. Develops and maintains a plan for professional improvement. 17. Demonstrates professional growth by providing leadership in addressing the challenges facing the profession.</p>	
<p align="center">VI. SCHOOL/ COMMUNITY RELATIONS</p>	<p>— —</p>	<p>18. Articulates support for school athletic program. 19. Supports community activities that foster rapport and mutual respect between the campus athletic program and the larger community.</p>	

Athletic Trainer's COMMENTS – May include statements as to disagreement with any of the criterion ratings.

Recommendation of Evaluator:	_____	Renewal and/or Extension of Contract
	_____	Non-renewal of Contract
	_____	Termination of Contract
	_____	Non-extension of Contract

I have read and received a copy of this evaluation. This instrument has been reviewed by me.

_____	_____
Athletic Trainer's Signature	Date

_____	_____
Evaluator's Signature	Date