

SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

NAME: _____ SOCIAL SECURITY NO.: _____

POSITION: _____ SCHOOL/DEPARTMENT: _____

EVALUATOR: _____ DATE OF REVIEW: _____

APPRAISAL PERIOD: DATE FROM _____ DATE TO _____

Professional Evaluation for Speech Language Pathologist

All licensed Assistants in Speech Language Pathology are supervised by an ASHA certified Speech Language Pathologist.

	Exceeds Expectations (almost all the time) (x5)	Proficient (most of the time) (x3)	Below Expectations (some of the time) (x1)	Unsatisfactory (less than half of the time) (x0)
INTERPERSONAL SKILLS				
1. INTERACTS WITH STUDENT				
A. Relates comfortably to students				
B. Demonstrates appropriate initiatives				
C. *Demonstrates ability & willingness to function independently				
D. Maintains confidentiality in clinical setting				
E. Demonstrates sensitivity to individual & cultural differences				
2. INTERACTS WITH OTHERS				
A. *Interacts appropriately with other Professionals				
B.**Conveys therapy goals and progress to professionals and parents				
C. Responds to suggestions made by Supervisor/administrator				
D. *Demonstrates a professional attitude toward students, parents, staff, community members, and other professionals				
TOTAL:				

TOTAL SCORE: _____

- 44-45 - Exceeds Expectations
- 22-39 - Proficient
- 9-23 - Below Expectations
- 0-8 - Unsatisfactory

Professional Evaluation for Speech Language Pathologist

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* Licensed assistant performs this objective with supervision **Licensed Assistant does not perform this objective without supervision	Exceeds Expectations (almost all the time) (x5)	Proficient (most of the time) (x3)	Below Expectations (some of the time) (x1)	Unsatisfactory (less than half of the time) (x0)
THERAPY SKILLS				
1. Learner centered therapy planning and implementation				
a. *Uses appropriate objectives and materials				
b. *Has rationale for selected procedures; structures planned for maximizing the learning				
c. *Plans means for demonstrating progress to client and supervisor/administrator				
d. *Modifies program and provides opportunity for relearning				
e.**Formulates reasonable IEP's				
f. **Collaborates with other professionals to maximize student's learning and enhance TAAS performance				
g. *Communicates therapy objectives and their functional implications				
h. *Aligns therapy procedures with IEP objectives				
i. Uses appropriate language for client's mental and language abilities				
j. *Identifies target behaviors				
k. Student is allowed sufficient time to respond				
l. *Uses appropriate learner-centered instructional techniques in therapy				
m. *Discriminates error from target behavior				
n. Uses appropriate reinforcement techniques				
o. Gives appropriate consistent and concise feedback				
p. Records students' responses appropriately				
q. Uses therapy time effectively				
r. *Demonstrates flexibility when following lesson plans				
s. *Makes appropriate and effective use of available technology				
t. *Uses appropriate motivational techniques				

Professional Evaluation for Speech Language Pathologist

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* Licensed assistant performs this objective with supervision **Licensed Assistant does not perform this objective without supervision	Exceeds Expectations (almost all the time) (x5)	Proficient (most of the time) (x3)	Below Expectations (some of the time) (x1)	Unsatisfactory (less than half of the time) (x0)
2. Behavior Management				
a. Structures the environment in order to facilitate optimal behaviors				
b. Deals appropriately with student behavior in an equitable manner				
TOTAL:				

	1 ST YEAR	2 ND YEAR
Exceeds Expectations	100-110	101-111
Proficient	60-99	51-100
Below Expectations	21-59	22-60
Unsatisfactory	0-20	0-21
TOTAL SCORE:	_____	_____

Campus Performance Rating of:

Reported only: _____ Scored: _____

Exemplary = 5 Recognized = 4 Acceptable = 3 Low performing = 2

TOTAL SCORE: _____

Professional Evaluation for Speech Language Pathologist

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PROFESSIONAL RESPONSIBILITIES

* Licensed assistant performs this objective with supervision **Licensed Assistant does not perform this objective without supervision	Exceeds Expectations (almost all the time) (x5)	Proficient (most of the time) (x3)	Below Expectations (some of the time) (x1)	Unsatisfactory (less than half of the time) (x0)
1. Respects time schedules of others				
2. Demonstrates appropriate attendance to therapy responsibilities				
3. Submits paperwork in a timely fashion				
4. Maintains confidentiality				
5. Participates in campus related activities and contributes to a safe environment				
6. Follows district procedures and policies and legal requirements				
7. Uses appropriate verbal and written communication				
8. Engages in professional development				
9. Maintains attendance records				
10. *Complies with special education time lines for referrals, evaluations, & ARD's				
11.**Participates in decision making for ARD's				
12.**Selects and administers appropriate assessments				
13.**Completes and interprets written assessment report				
TOTAL:				

- 59-65 - Exceeds Expectations
- 36-58 - Proficient
- 12-35 - Below Expectations
- 01-11 - Unsatisfactory

TOTAL SCORE: _____

Comments:	
Strengths:	Areas to address:
Signature of Appraiser: _____ Date: _____	
My appraiser and I have discussed this annual summative appraisal.	
Signature of Teacher: _____ Date: _____	

SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Name: _____ Appraisal Year: _____
Appraiser: _____ Date Submitted: _____
Campus: _____ Assignment/Grade: _____

Professional Development and Appraisal System

Speech Language Pathologist Self-Report Form
Contributions to the Improvement of Academic Performance of all Students on Campus

Section I*

The data requested in Section I must be presented to the principal within the first three weeks after the orientation. The teacher may elect to revise this section prior to the annual summative conference.

1. Which academic skills (TAAS-related objectives) do you directly teach or reinforce in your classes:

Communication:

Expressive and Receptive Language:

- Objective 1: The student will determine the meaning of words in a variety of contexts.
Objective 2: The student will identify supporting ideas.
Objective 3: The student will summarize information presented to him orally.
Objective 4: The student will perceive relationships and recognize outcomes from an orally presentation.
Objective 5: The student will analyze orally presented information to make references and generalization.
Objective 6: The student will recognize points of view, propaganda, and or statements of fact and non-fact.
Objective 7: The student will respond appropriately to the purpose/audience specified in a given topic.
Objective 8: The student will organize ideas on a given topic.
Objective 9: The student will demonstrate control of the English language by using appropriate sentence structure.
Objective 10: The student will recognize appropriate spelling, capitalization and punctuation.
Objective 11: The student will demonstrate the ability to make choices between two activities or items.
Objective 12: The student will demonstrate appropriate attention to task.

2. What process do you use to assess the needs of your students with regards to academic skills.

Diagnostic observations _____
Other standardized test results _____
Individualized comprehensive assessment _____
RAIDS _____
Cumulative classroom performance data _____
Therapist-designed assessment process/materials _____
Brigance _____

SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Name: _____ Appraisal Year: _____

Appraiser: _____ Date Submitted: _____

Campus: _____ Assignment/Grade: _____

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Section II**

The data requested in Sections II and III must be presented to the principal at least two weeks before the annual summative conference. Limit all responses to one-half page per response.

3. Describe a specific instructional adjustment based on the IEP for your student which you have made based on the needs assessment.

4. Describe the approaches you have used to monitor classroom performance and to provide feedback to student regarding their progress in academic skills.

5. Describe how you assisted your students who were experiencing serious attendance problems.

6. Describe your approach to working with students who were failing or in danger of failing.

Section III***

7. List or describe your professional development activities for the past year related to campus/district goals, assigned subject/content, needs of students, or prior appraisal performance in the following areas: staff development, team planning, mentoring, collaboration with colleagues, self-study, video coursework or distance learning, university-level coursework, professional conferences, and other non-traditional activities.

8. As a result of your professional development activities described above, what have you been able to use in your classroom that has positively impacted the learning or students?

9. Be prepared to discuss the following in the summative annual conference: Identify three target areas for continued professional growth. In order to organize your thoughts, you may wish to make notes below, but it is not required.