Summative Therapeutic Specialist Evaluation

Employee: _____ **Date of Conference:** _____

Grade Levels: _____ **Subject Area(s):** _____

School(s): _____ **Evaluator:** _____

Final Summative Rating of Professional Practice

U: Unsatisfactory **B:** Basic **P:** Proficient **E:** Exemplary

	Domain 1: Planning and preparation	**U**	**B**	**P**	**E**
1a	Demonstrating knowledge of and skill in the specialist therapy area; holding the relevant certificate or license	☐	☐	☐	☐
1b	Establishing goals for the therapy program appropriate to the setting and the students served *(Required)*	☐	☐	☐	☐
1c	Demonstrating knowledge of district, state, and federal regulations and guidelines	☐	☐	☐	☐
1d	Demonstrating knowledge of resources, both within and beyond the school and district	☐	☐	☐	☐
1e	Planning the therapy program integrated with the regular school program to meet the needs of students *(Required)*	☐	☐	☐	☐
1f	Developing a plan to evaluate the therapy program	☐	☐	☐	☐
	Overall Rating for Domain 1	☐	☐	☐	☐
	Domain2: The Environment	**U**	**B**	**P**	**E**
2a	Establishing rapport with students *(Required)*	☐	☐	☐	☐
2b	Organizing time effectively (*Required*)	☐	☐	☐	☐
2c	Establishing and maintaining clear procedures for referrals *(Required)*	☐	☐	☐	☐
2d	Establishing standards of conduct in the treatment center	☐	☐	☐	☐
2e	Organizing physical space for testing of students and providing therapy	☐	☐	☐	☐
	Overall Rating for Domain 2	☐	☐	☐	☐
	Domain 3: Delivery of Service	**U**	**B**	**P**	**E**
3a	Responding to referrals and evaluating student needs	☐	☐	☐	☐
3b	Developing and implementing treatment plans to maximize students' success *(Required)*	☐	☐	☐	☐
3c	Communicating with families	☐	☐	☐	☐
3d	Collecting information; writing reports *(Required)*	☐	☐	☐	☐
3e	Demonstrating flexibility and responsiveness	☐	☐	☐	☐
	Overall Rating for Domain 3	☐	☐	☐	☐
	Domain 4: Professional Responsibilities	**U**	**B**	**P**	**E**
4a	Reflecting on practice	☐	☐	☐	☐
4b	Collaborating with teachers and administrators (*Required*)	☐	☐	☐	☐
4c	Maintaining an effective data-management system (*Required*)	☐	☐	☐	☐
4d	Participating in a professional community	☐	☐	☐	☐
4e	Engaging in professional development	☐	☐	☐	☐
4f	Showing professionalism, including integrity and confidentiality (*Required*)	☐	☐	☐	☐
	Overall Rating for Domain 4	☐	☐	☐	☐
	Final Summative Rating of Professional Practice	**U**	**B**	**P**	**E**
	Final Summative Rating	☐	☐	☐	☐

Comments/Goals:

If there is a disagreement, comments by employee are encouraged. (Attach separate pages as necessary)

Signatures: Employee's signature acknowledges receipt of the evaluation.

Employee Signature		Date:	☐ Concur with evaluation	☐ Disagree with evaluation
Evaluator Signature		Date:	☐ I recommend continued employment of this teacher	☐ I do not recommend continued employment of this teacher