2025-2026

SCHOOL DISTRICT OF BAKER COUNTY

SPEECH PATHOLOGIST

PERFORMANCE APPRAISAL

Name _____ Position _____

Employee # _____ Course Code Number_____

School/Dept. _____ School Year _____

1. PLANNING/PREPARATION

Category Definitions

*(1) Establish long and short range plans based on student needs and District, state and federal requirements.
*(2) Coordinate and schedule staffing meetings.
*(3) Monitor the implementation of Individual Education Plans (IEPs).
*(4) Participate in the planning, implementation, and evaluation of the exceptional student education (ESE) program.
*(5) Assist in preparing for changing curriculum needs and continuous improvement.
*(6) Participate in cooperative long-range planning with departments and schools.

Source Code (check all that apply)

☐ **A. Behavioral Event Interview** ☐ **B. Direct Documentation** ☐ **C. Indirect Documentation**

☐ **D. Training Programs Competency Acquisition** ☐ **E. Evaluatee Provided** ☐ **F. Confirmed Observation**

Category Score **Maximum Score - 27**

☐ **Unsatisfactory - 0** ☐ **Needs Improvement/Developing – 11** ☐ **Effective – 21** ☐ **Highly Effective -27**

2. CLASSROOM MANAGEMENT

Category Definitions

*(7) Maintain a positive, organized, and safe learning environment.
*(8) Manage time effectively.
*(9) Manage materials and equipment effectively.
*(10) Establish and maintain effective and efficient record-keeping procedures.
*(11) Use appropriate student behavior management techniques.
*(12) Assist in enforcement of school rules, administrative regulations, and Board policies.

Source Code (check all that apply)

☐ **A. Behavioral Event Interview** ☐ **B. Direct Documentation** ☐ **C. Indirect Documentation**

☐ **D. Training Programs Competency Acquisition** ☐ **E. Evaluatee Provided** ☐ **F. Confirmed Observation**

Category Score **Maximum Score - 27**

☐ **Unsatisfactory - 0** ☐ **Needs Improvement/Developing – 11** ☐ **Effective – 21** ☐ **Highly Effective -27**

3. ASSESSMENT/EVALUATION

Category Definitions

*(13) Develop and use assessment strategies (traditional and alternative) to assist the continuous development of learners.
*(14) Interpret and use data, including but not limited to standardized and other test results, for diagnosis, instructional planning, and program evaluation.
*(15) Carry out responsibilities for test administrators, *i.e.*, handle materials in a secure manner.
*(16) Seek out multiple data sources providing evidence of student growth and developmental needs. Examples include: parent interaction, collegial team interaction, and planning.
*(17) Maintain specific records of data collection.
*(18) Assist in the evaluation of the ESE program.

Source Code (check all that apply)

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☐ **D. Training Programs Competency Acquisition** ☐ **E. Evaluatee Provided** ☐ **F. Confirmed Observation**

Category Score **Maximum Score - 24**

☐ **Unsatisfactory - 0** ☐ **Needs Improvement/Developing – 9** ☐ **Effective – 19** ☐ **Highly Effective - 24**

SPEECH PATHOLOGIST (Continued)

4. STUDENT INSTRUCTIONAL ENGAGEMENT

Category Definitions

*(19) Implement and monitor procedures for eligibility and placement of exceptional education students.
*(20) Implement and monitor procedures for re-evaluation of exceptional students as appropriate.
*(21) Assist school-based personnel in implementing appropriate procedures for maintaining exceptional education student records.
*(22) Assist school-based personnel in the development and coordination of transition planning for exceptional education students.
*(23) Assist school-based personnel in the direction and coordination of educational programs for exceptional student education.
*(24) Serve on student support teams.
*(25) Document actions related to student referrals.
*(26) Ensure that audit checklists for initial placements are accurate and complete.
*(27) Assist with full time equivalent (FTE) reporting as requested.
*(28) Provide oversight to ensure successful implementation of activities.
*(29) Provide technical support and expertise to school and district personnel.
*(30) Assist in interpreting statutes, Department of Education rules and programs, and policies and procedures of the district as they relate to the ESE program.

Source Code (check all that apply)

☐ **A. Behavioral Event Interview** ☐ **B. Direct Documentation** ☐ **C. Indirect Documentation**

☐ **D. Training Programs Competency Acquisition** ☐ **E. Evaluatee Provided** ☐ **F. Confirmed Observation**

Category Score **Maximum Score - 38**

☐ **Unsatisfactory - 0** ☐ **Needs Improvement/Developing – 16** ☐ **Effective – 32** ☐ **Highly Effective -38**

SPEECH PATHOLOGIST (Continued)

5. TECHNOLOGY

Category Definitions

*(31) Use technology resources effectively.
*(32) Use technology to establish an atmosphere of active learning.
*(33) Provide students with opportunities to use technology to gather and share information with others.
*(34) Facilitate student access to the use of electronic resources.
*(35) Explore and evaluate new technologies and their educational impact.
*(36) Use technology to review student assessment data.
*(37) Use technology for administrative tasks.

Source Code (check all that apply)

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☐ **D. Training Programs Competency Acquisition** ☐ **E. Evaluatee Provided** ☐ **F. Confirmed Observation**

Category Score **Maximum Score - 27**

☐ **Unsatisfactory - 0** ☐ **Needs Improvement/Developing – 11** ☐ **Effective – 21** ☐ **Highly Effective -27**

6. COLLABORATION

Category Definitions

*(38) Communicate effectively, both orally and in writing, with other professionals, students, parents and community.
*(39) Collaborate with students, parents, school staff, and other appropriate persons to assist in meeting student standards.
*(40) Maintain effective communication with parents to solicit input in relation to student needs.
*(41) Interact with parents to enhance the understanding of procedural safeguards and other required paperwork.
*(42) Collaborate with peers to create quality instructional environment.
*(43) Serve as liaison to outside agencies related to assigned programs or services.
*(44) Provide oversight and direction for cooperative planning with other agencies.
*(45) Use appropriate styles and methods to motivate, gain commitment and facilitate task accomplishment.

Source Code (check all that apply)

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☐ **D. Training Programs Competency Acquisition** ☐ **E. Evaluatee Provided** ☐ **F. Confirmed Observation**

Category Score **Maximum Score - 19**

☐ **Unsatisfactory - 0** ☐ **Needs Improvement/Developing – 8** ☐ **Effective – 16** ☐ **Highly Effective -19**

SPEECH PATHOLOGIST (Continued)

7. PROFESSIONAL LEARNING

Category Definitions

*(46) Conduct personal assessment periodically to determine professional development needs with reference to specific assignment.
*(47) Develop and implement a Professional Development Plan annually in accordance with state and district requirements.
*(48) Keep abreast of laws, rules, policies and procedures related to ESE.
*(49) Maintain expertise in assigned areas to fulfill position goals and objectives.
*(50) Set high standards and expectations and promote professional growth for self and others.
*(51) Facilitate the development, implementation and evaluation of training activities in areas of exceptional student education for school based staff.
*(52) Promote professional growth activities especially in the areas of exceptional student education.
*(53) Attend training sessions, conferences and workshops as assigned or appropriate to keep abreast of current practices, programs and legal issues.
*(54) Participate in cross-training activities as required.
*(55) Participate in data collection of teacher input on administrator's performance assessment program.

Source Code (check all that apply)

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Category Score **Maximum Score - 19**

☐ **Unsatisfactory - 0** ☐ **Needs Improvement/Developing – 8** ☐ **Effective – 16** ☐ **Highly Effective -19**

SPEECH PATHOLOGIST (Continued)

8. PROFESSIONAL RESPONSIBILITES

Category Definitions

*(56) Exercise a service orientation when working with others.
*(57) Respond to inquiries and concerns in a timely manner.
*(58) Keep supervisor informed of potential problems or unusual events.
*(59) Serve on district committees as assigned or appropriate.
*(60) Work closely with district and school staffs to support school improvement initiatives and processes.
*(61) Recommend improvements for policies or procedures related to assignment.
*(62) Prepare or assist in the preparation of all required reports and maintain all appropriate records.
*(63) Follow federal and state laws as well as School Board policies.
*(64) Follow attendance, punctuality and other qualities of an appropriate work ethic.
*(65) Maintain confidentiality regarding school/workplace matters.
*(66) Represent the district in a positive and professional manner.
*(67) Demonstrate support for the school district and its goals and priorities.
*(68) Assist in implementing the district's goals and strategic commitment.
*(69) Exercise proactive leadership in promoting the vision and mission of the district.
*(70) Act in a professional and ethical manner and adhere at all times to The Code of Ethics and the Principles of Professional Conduct of the Education Profession in Florida.
(71) Perform other tasks or assigned duties consistent with the goals and objectives of this position.

Source Code (check all that apply)

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Category Score **Maximum Score - 19**

☐ **Unsatisfactory - 0** ☐ **Needs Improvement/Developing – 8** ☐ **Effective – 16** ☐ **Highly Effective -19**

SPEECH PATHOLOGIST (Continued)

9. STUDENT GROWTH AND ACHIEVEMENT

Category Definitions

*(72) Ensure that student growth and achievement are continuous and appropriate for age group, subject area, and/or student program classification.

*(73) Establish and maintain a positive collaborative relationship with the students' families to increase student achievement.

Source Code (check all that apply)

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2025-2026 Portion of Category 9 **Maximum Score - 100**

Category score (points earned) is commensurate to the percent of students scoring proficient or making learning gains on the STAR Early Literacy, Kindergarten Skills Checklist, STAR Reading, STAR Math, FAST ELA, FAST Math, Algebra I EOC, Statewide Science Assessment, and Geometry EOC along with the percent of students scoring proficient on the Civics EOC, Biology I EOC, and US History EOC.

Points earned are as follows: (Average of applicable assessments based on job assignment)

Performance of Students	Points Earned
100%	60 points
90%	54 points
80%	48 points
70%	42 points
60%	36 points
50%	30 points
40%	24 points
30%	18 points
20%	12 points
10%	6 points

☐ Unsatisfactory - 0-14 ☐ Needs Improvement/Developing - 15-29 ☐ Effective – 30-44 ☐ Highly Effective – 45-60

- **Up to 40 points (40% of category score) may be earned for increase in number of consultations with teachers and parents; evidence of adherence to state and federal laws regarding ESE; active participation in IEP/MTSS development; student support, communication and collaboration with staff, documented student gains through IEP/MTSS implementation; established schedules for delivery of instruction services; and increase in number of staff development activities related to ESE and/or instruction.**

☐ Unsatisfactory – 0-9 ☐ Needs Improvement/Developing – 10-19 ☐ Effective – 20-29 ☐ Highly Effective – 30-40

SPEECH PATHOLOGIST (Continued)

Category Score				
Student Growth (Max. 60pts.)				
Other Academic Student Outcomes (Max. 40pts.)				
Student Growth/Student Outcomes Total				
Category Score	**Unsatisfactory 0 - 24**	**Needs Improvement/Developing 25 - 49**	**Effective 50 - 74**	**Highly Effective 75 - 100**
Summative Scale Value for 2025-2026 only	**1**	**2**	**3**	**4**

CALCULATION FOR THREE YEARS OF STUDENT DATA

Actual Rating	2023-2024	2024-2025	2025-2026	Combined Total
Rating	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4
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Category Score	Unsatisfactory 0 - 24	Needs Improvement/Developing 25 - 49	Effective 50 - 74	Highly Effective 75 - 100
Three Year Data Average	**1**	**2**	**3**	**4**
Summative Point Value for Past Three Years	**0**	**40**	**80**	**100**

SPEECH PATHOLOGIST (Continued)

OVERALL RATING

	Points Earned
Planning/Preparation	
Classroom Management	
Assessment Evaluation	
Student Instructional Engagement	
Technology	
Collaboration	
Professional Learning	
Professional Responsibilities	
Subtotal for Domains 1-8	
Student Growth and Achievement	

Unsatisfactory	Needs Improvement	Effective	Highly Effective
0-60	61 - 180	181 - 270	271 – 300

Overall Score _____

SPEECH PATHOLOGIST (Continued)

Comments of the Evaluatee

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Comments of the Evaluator

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Overall Score _____ **Overall Rating** _____

This evaluation has been discussed with me ☐ Yes ☐ No

_____	_____	_____	_____
Signature of Evaluatee	Date	Signature of Evaluator	Date