

## END-OF-YEAR EVALUATION FORM FOR SPEECH-LANGUAGE THERAPISTS

THERAPIST:

EVALUATION DATE:

STATUS:

<input type="checkbox"/> TENURED <input type="checkbox"/> PROBATIONARY <input type="checkbox"/> OTHER
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SCHOOL:

EVALUATOR:

**HIGHLY EFFECTIVE** – Highly effective performance is achieved in delivering instruction, managing classroom environment, planning, preparation, and professional responsibilities. Highly effective teachers receive between 55 and 60 points based on evidence.

**EFFECTIVE** – Effective performance is achieved in delivering instruction, managing classroom environment, planning, preparation, and professional responsibilities. Effective teachers receive between 43 and 54 points based on evidence.

**DEVELOPING** – Below average performance is achieved in delivering instruction, managing classroom environment, planning, preparation, and professional responsibilities. Developing teachers receive between 31 and 42 points based on evidence. Developing teachers will receive an improvement plan.

**INEFFECTIVE** – Ineffective performance is achieved in delivering instruction, managing classroom environment, planning, preparation, and professional responsibilities. Ineffective teachers receive between 0 and 30 points based on evidence. Ineffective teachers will receive an improvement plan.

### DOMAIN 1 - PLANNING AND PREPARATION – (9 points possible)

COMPONENT	HIGHLY EFFECTIVE	EFFECTIVE	DEVELOPING	INEFFECTIVE
1a Demonstrates knowledge and skill in the specialist area, holding the relevant certificate or license				
1b Establishes goals for the therapy program appropriate to the setting and students served				
1c Demonstrates knowledge of district, state and federal regulations and guidelines				
1d Knowledge of Regulations and Resources Demonstrates knowledge of resources both, within and beyond the school and district				
1e Plans the therapy program, integrated with regular school program, to meet the needs of individual students				
1f Develops a follow-up plan if needed				

DOMAIN RATING:

points

### DOMAIN 2 – THE CLASSROOM ENVIRONMENT – (13.5 points possible)

COMPONENT	HIGHLY EFFECTIVE	EFFECTIVE	DEVELOPING	INEFFECTIVE
2a Establishes rapport with students				
2b Organizes time effectively				
2c Maintains clear procedures for referrals				
2d Establishes standards of conduct in the treatment setting				
2e Organizes physical space for testing of students and providing therapy				

DOMAIN RATING:

points

**DOMAIN 3 – INSTRUCTION (13.5 points possible)**

COMPONENT	HIGHLY EFFECTIVE	EFFECTIVE	DEVELOPING	INEFFECTIVE
3a Responds to referrals; Evaluates student needs				
3b Evaluates student needs in compliance with professional association guidelines				
3c Develops and implements treatment plans to maximize student success				
3d Maintains an effective data collection system to measure student growth				
3e Demonstrates flexibility and responsiveness				
3f Prepares for CSE presentation, including interpreting testing				
3g Completes evaluations, progress reports, contact logs, etc. in a timely manner and/or by expected deadlines				

DOMAIN RATING:

THERAPIST:

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**DOMAIN 4 – PROFESSIONAL RESPONSIBILITIES (24 points possible) – see attached rubric**

COMPONENT	POINTS EARNED
4a Reflecting on practice (5 points possible)	
4b Collaborates with teachers and administrators (2 points possible)	
4c Communicating with families (2 points possible)	
4d Participating in a professional community (2 points possible)	
4e Engages in professional development (11 points possible)	
4f Shows professionalism including integrity, advocacy, and confidentiality (2 points possible)	

DOMAIN RATING:

**COMMENTS, COMMENDATIONS, RECOMMENDATIONS**

**SCORING RUBRIC**

HEDI RATING	STATE GROWTH/SLO	LOCAL MEASURE	EVIDENCE-BASED RUBRIC	OVERALL COMPOSITE SCORE
HIGHLY EFFECTIVE	18-20	18-20	55-60	91-100
EFFECTIVE	9-17	9-17	43-54	75-90
DEVELOPING	3- 8	3- 8	31-42	65-74
INEFFECTIVE	0-2	0-2	0 -30	0-64

**THIS THERAPIST'S RATING**

HEDI RATING	STATE GROWTH or SLO	LOCAL MEASURE	EVIDENCE-BASED RUBRIC	OVERALL COMPOSITE SCORE

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THIS REPORT REPRESENTS YOUR OVERALL PERFORMANCE AND RESULTS DURING THE CURRENT SCHOOL YEAR. YOUR SIGNATURE DOES NOT NECESSARILY MEAN THAT YOU AGREE WITH THE REPORT. A WRITTEN REBUTTAL MAY BE SUBMITTED WITH THE ABOVE EVALUATION.

SIGNATURE OF EVALUATOR: \_\_\_\_\_ POSITION: \_\_\_\_\_ DATE: \_\_\_\_\_

SIGNATURE OF THERAPIST: \_\_\_\_\_ DATE: \_\_\_\_\_

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