

APPENDIX 5-B Evaluation Criteria & Indicators – Certificated Support Personnel

1. Knowledge and Scholarship in Special Field – Each certificated support person demonstrates a depth and breadth of knowledge of theory and content in the special field. He/she demonstrates an understanding of and knowledge about common school education and the educational milieu, grades K-12, and demonstrates the ability to integrate the area of specialty into the total school milieu.
2. Specialized Skills – Each certificated support person demonstrates, in his or her performance, a competent level of skill and knowledge in designing and conducting specialized programs of prevention, instruction, remediation and evaluation.
3. Management of Special and Technical Environment – Each certificated support person demonstrates an acceptable level of performance in managing and organizing the special materials, equipment and environment essential to the specialized programs.
4. The Support Person as a Professional – Each certificated support person demonstrates an awareness of his or her limitations and strengths and demonstrates continued professional growth.
5. Involvement in Assisting Pupils, Parents and Educational Personnel – Each certificated support person demonstrates an acceptable level of performance in offering specialized assistance in identifying those needing specialized programs.
6. Interest in Teaching Pupils –
 - a. Makes appropriate use of information in cumulative and other school records.
 - b. Complies with the provisions of Individual Education Plans (IEP) and Section 504 plans.
 - c. Participates in student intervention processes, e.g., Section 504, Individual Education Plan (IEP), Care Team, etc.
7. Professional Relationships – The certificated teacher relates in a professional manner to students, parents, volunteers, and educational personnel.
 - a. Addresses conflict or disagreement at the lowest possible level when it is safe.
 - b. Communicates respectfully even when disagreements, objections, and/or complaints occur.