

# CERTIFICATED ESA/SUPPORT PERSONNEL EVALUATION

NAME \_\_\_\_\_ SCHOOL YEAR \_\_\_\_\_

SCHOOL \_\_\_\_\_ ESA/SUPPORT PERSONNEL ROLE \_\_\_\_\_

**4 - DISTINGUISHED:** Performance exceeds that expected of a well-trained individual in this classification.  
(Comments preferred)

**3 - PROFICIENT:** Performance meets that expected of a well-trained individual in this classification.  
(Comments preferred)

**2 - BASIC:** Performance generally below expectations. (Documentation, comments and specific recommendations required.)

**1 - UNSATISFACTORY:** (Documentation, comments and specific evidence required.)

	1	2	3	4
1. Centers services and supports on high expectations for student access and/or achievement.				
2. Demonstrates timely and effective professional and/or instructional practices.				
3. Recognizes individual student needs and develops strategies to meet needs.				
4. Provides access to appropriate services and/or resources.				
5. Fosters and manages a positive learning/interventional/therapeutic environment.				
6. Uses multiple data elements to inform and/or modify professional practice to support teaching and learning.				
7. Communicates and collaborates with parents and the school community.				
8. Demonstrates effective collaboration with colleagues and administrators about professional and/or instructional practices.				

Total Score →	
---------------	--

Summative Rating	Unsatisfactory	Basic	Proficient	Distinguished
	<input type="checkbox"/> 8-14	<input type="checkbox"/> 15-21	<input type="checkbox"/> 22-28	<input type="checkbox"/> 29-32

\_\_\_\_\_  
\*Signature of Employee

\_\_\_\_\_  
Signature of Evaluator

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

\*Signature acknowledged participation in, but not necessarily concurrence with, evaluation conference. Additional comments and/or recommendations made by the evaluator are on attachments. The employee also may attach a statement. The attachment of any such comments or statements by either party shall be noted on the evaluation form and shall be signed by both parties.