

Cobb County School District

Cobb Keys Speech Language Pathologists Annual Performance Evaluation

I. IDENTIFICATION			
Speech Language Pathologist	ID#	Location	School Year

II. PERFORMANCE STANDARDS *All Standards require individualized comments addressing the performance level of the related elements.*

	Not Evident	Emerging	Proficient
A. Diagnostic Evaluation and Interpretation – <i>The SLP makes decisions about evaluating and diagnosing speech-language disorders that demonstrate a deep understanding of communication development and its impact on student achievement (See Performance Rubric).</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<u><i>Commentary:</i></u>			

	Not Evident	Emerging	Proficient
B. Classroom Environment – <i>The SLP creates a safe, productive, collaborative, and inviting learning environment that fosters a sense of personal responsibility to ensure that students maximize learning (See Performance Rubric).</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<u><i>Commentary:</i></u>			

	Not Evident	Emerging	Proficient
C. Assessment, Planning, and Intervention – <i>The SLP develops and implements treatment plans based on assessment data that demonstrate knowledge of research-based interventions, the Georgia Performance Standards, and individual student needs (See Performance Rubric).</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<u><i>Commentary:</i></u>			

	Not Evident	Emerging	Proficient
D. Program Management – <i>The SLP creates a system of program management that results in appropriate scheduling, regular communications with parent and staff, and adherence to speech-language initiatives (See Performance Rubric).</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<u><i>Commentary:</i></u>			

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E. PROFESSIONAL DUTIES AND RESPONSIBILITIES: Select S if performance is "Satisfactory"; N if "Needs Improvement"; U if "Unsatisfactory".

<input type="checkbox"/> U <input type="checkbox"/> N <input type="checkbox"/> S	1. Reports to work as assigned
<input type="checkbox"/> U <input type="checkbox"/> N <input type="checkbox"/> S	2. Maintains accurate and organized student records (speech files) to document due process and student performance
<input type="checkbox"/> U <input type="checkbox"/> N <input type="checkbox"/> S	3. Adheres to state and district timelines for due process procedures (Eligibility, Redetermination, IEP reviews)
<input type="checkbox"/> U <input type="checkbox"/> N <input type="checkbox"/> S	4. Accurately completes required district, state and federal reports (progress reports, FTE, Medicaid) and submits on time
<input type="checkbox"/> U <input type="checkbox"/> N <input type="checkbox"/> S	5. Maintains confidentiality of students and records
<input type="checkbox"/> U <input type="checkbox"/> N <input type="checkbox"/> S	6. Assumes responsibility for professional growth
<input type="checkbox"/> U <input type="checkbox"/> N <input type="checkbox"/> S	7. Demonstrates ethical behavior as outlined in the PSC Code of Ethics
<input type="checkbox"/> U <input type="checkbox"/> N <input type="checkbox"/> S	8. Attends scheduled meetings and trainings within the Speech Language Department
<input type="checkbox"/> U <input type="checkbox"/> N <input type="checkbox"/> S	9. Interacts in a respectful, civil, and professional manner with students, families, staff, and school leaders
<input type="checkbox"/> U <input type="checkbox"/> N <input type="checkbox"/> S	10. Attends and participates in building-level meetings and other assigned activities when appropriate
<input type="checkbox"/> U <input type="checkbox"/> N <input type="checkbox"/> S	11. Models correct language, oral and written
<input type="checkbox"/> U <input type="checkbox"/> N <input type="checkbox"/> S	12. Actively supports the School Strategic Plan

Commentary (Required to address all "N" or "U" ratings):

Duties and Responsibility Summary Rating: Check one.

UNSATISFACTORY (More than 3 "N's" OR 2 or more "U's") PDP Required
 NEEDS IMPROVEMENT (3 "N's" OR one "U") PDP Required
 SATISFACTORY (No more than 2 "N's" AND no "U's")

III. OVERALL PERFORMANCE RATING

1) **Unsatisfactory** = 2 or more "Not Evident" Standards Ratings or "Unsatisfactory" Summary Rating on Duties and Responsibilities
 2) **Emerging** = Fewer than 4 "Proficient" Standards Ratings (no more than one "Not Evident") and "Satisfactory" or "Needs Improvement" Summary Rating on Duties/Responsibilities.
 3) **Proficient** = 4 "Proficient" Standards Ratings and a "Satisfactory" Summary Rating on Duties and Responsibilities

Unsatisfactory

Emerging

Proficient

Date(s) of Classroom Observation(s): _____
 Dates(s) of Feedback / Conference(s): _____

IV. SIGNATURES (Required)

Evaluator _____	Date _____
Position _____	
Principal (If not Evaluator) _____	Date _____
SLP _____	Date _____

(Receipt acknowledged. Signature does not indicate agreement or disagreement.)

V. SLP'S COMMENTS (Optional. Principal/Supervisor must receive comments, if provided, within 10 school days of receipt date above.)