

BEHAVIOR SPECIALIST
DATE OF OBSERVATION:
OBSERVER:



SCHENECTADY CITY SCHOOL DISTRICT
Office of Student Support

INDICATORS OF BEHAVIOR SPECIALIST PERFORMANCE

FORMATIVE EVALUATION GUIDE

TIME FRAME:

Three (3) Observations and One Summative to be completed.
Probationary Behavior Specialist's employed as of September shall be observed at least once between October 15 and December 15 and at least once between the second day after the holiday recess and March 1. Final evaluations and conferences shall be completed by March 1. (Contract 8.4.5.a.)
First Observation Date:
Second Observation Date:
Third Observation Date:
Summative completed:

Final Annual Summative Evaluation due March 1

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DOMAIN 1: PLANNING & PREPARATION	BEHAVIOR SPECIALIST	SUPERVISOR
1. Knowledge of Content	Unsatisfactory <input type="checkbox"/> Developing <input type="checkbox"/> Basic <input type="checkbox"/> Proficient <input type="checkbox"/> Outstanding <input type="checkbox"/>	Unsatisfactory <input type="checkbox"/> Developing <input type="checkbox"/> Basic <input type="checkbox"/> Proficient <input type="checkbox"/> Outstanding <input type="checkbox"/>
2. Demonstrating knowledge of Diagnostic Process	Unsatisfactory <input type="checkbox"/> Developing <input type="checkbox"/> Basic <input type="checkbox"/> Proficient <input type="checkbox"/> Outstanding <input type="checkbox"/>	Unsatisfactory <input type="checkbox"/> Developing <input type="checkbox"/> Basic <input type="checkbox"/> Proficient <input type="checkbox"/> Outstanding <input type="checkbox"/>
3. Developing intervention goals	Unsatisfactory <input type="checkbox"/> Developing <input type="checkbox"/> Basic <input type="checkbox"/> Proficient <input type="checkbox"/> Outstanding <input type="checkbox"/>	Unsatisfactory <input type="checkbox"/> Developing <input type="checkbox"/> Basic <input type="checkbox"/> Proficient <input type="checkbox"/> Outstanding <input type="checkbox"/>
4. Demonstrating knowledge of resources	Unsatisfactory <input type="checkbox"/> Developing <input type="checkbox"/> Basic <input type="checkbox"/> Proficient <input type="checkbox"/> Outstanding <input type="checkbox"/>	Unsatisfactory <input type="checkbox"/> Developing <input type="checkbox"/> Basic <input type="checkbox"/> Proficient <input type="checkbox"/> Outstanding <input type="checkbox"/>
5. Designing and intervention plan	Unsatisfactory <input type="checkbox"/> Developing <input type="checkbox"/> Basic <input type="checkbox"/> Proficient <input type="checkbox"/> Outstanding <input type="checkbox"/>	Unsatisfactory <input type="checkbox"/> Developing <input type="checkbox"/> Basic <input type="checkbox"/> Proficient <input type="checkbox"/> Outstanding <input type="checkbox"/>
6. Assessing student growth	Unsatisfactory <input type="checkbox"/> Developing <input type="checkbox"/> Basic <input type="checkbox"/> Proficient <input type="checkbox"/> Outstanding <input type="checkbox"/>	Unsatisfactory <input type="checkbox"/> Developing <input type="checkbox"/> Basic <input type="checkbox"/> Proficient <input type="checkbox"/> Outstanding <input type="checkbox"/>
OVERALL RATING		
Unsatisfactory <input type="checkbox"/> Developing <input type="checkbox"/> Basic <input type="checkbox"/> Proficient <input type="checkbox"/> Outstanding <input type="checkbox"/>		

SUPERVISOR COMMENTS:

BEHAVIOR SPECIALIST COMMENTS:

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DOMAIN 2: The Practice Environment	BEHAVIOR SPECIALIST	SUPERVISOR
7. Creating an environment with respect and rapport	Unsatisfactory <input type="checkbox"/> Developing <input type="checkbox"/> Basic <input type="checkbox"/> Proficient <input type="checkbox"/> Outstanding <input type="checkbox"/>	Unsatisfactory <input type="checkbox"/> Developing <input type="checkbox"/> Basic <input type="checkbox"/> Proficient <input type="checkbox"/> Outstanding <input type="checkbox"/>
8. Establishing a counseling relationship	Unsatisfactory <input type="checkbox"/> Developing <input type="checkbox"/> Basic <input type="checkbox"/> Proficient <input type="checkbox"/> Outstanding <input type="checkbox"/>	Unsatisfactory <input type="checkbox"/> Developing <input type="checkbox"/> Basic <input type="checkbox"/> Proficient <input type="checkbox"/> Outstanding <input type="checkbox"/>
9. Supporting classroom/district procedures	Unsatisfactory <input type="checkbox"/> Developing <input type="checkbox"/> Basic <input type="checkbox"/> Proficient <input type="checkbox"/> Outstanding <input type="checkbox"/>	Unsatisfactory <input type="checkbox"/> Developing <input type="checkbox"/> Basic <input type="checkbox"/> Proficient <input type="checkbox"/> Outstanding <input type="checkbox"/>
10. Facilitating positive student behavior	Unsatisfactory <input type="checkbox"/> Developing <input type="checkbox"/> Basic <input type="checkbox"/> Proficient <input type="checkbox"/> Outstanding <input type="checkbox"/>	Unsatisfactory <input type="checkbox"/> Developing <input type="checkbox"/> Basic <input type="checkbox"/> Proficient <input type="checkbox"/> Outstanding <input type="checkbox"/>
OVERALL RATING		
Unsatisfactory <input type="checkbox"/> Developing <input type="checkbox"/> Basic <input type="checkbox"/> Proficient <input type="checkbox"/> Outstanding <input type="checkbox"/>		

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DOMAIN 3: Intervention	BEHAVIOR SPECIALIST	SUPERVISOR
11. Communicating clearly and accurately	Unsatisfactory <input type="checkbox"/> Developing <input type="checkbox"/> Basic <input type="checkbox"/> Proficient <input type="checkbox"/> Outstanding <input type="checkbox"/>	Unsatisfactory <input type="checkbox"/> Developing <input type="checkbox"/> Basic <input type="checkbox"/> Proficient <input type="checkbox"/> Outstanding <input type="checkbox"/>
12. Using Questions and Discussion techniques	Unsatisfactory <input type="checkbox"/> Developing <input type="checkbox"/> Basic <input type="checkbox"/> Proficient <input type="checkbox"/> Outstanding <input type="checkbox"/>	Unsatisfactory <input type="checkbox"/> Developing <input type="checkbox"/> Basic <input type="checkbox"/> Proficient <input type="checkbox"/> Outstanding <input type="checkbox"/>
13. Engaging Students	Unsatisfactory <input type="checkbox"/> Developing <input type="checkbox"/> Basic <input type="checkbox"/> Proficient <input type="checkbox"/> Outstanding <input type="checkbox"/>	Unsatisfactory <input type="checkbox"/> Developing <input type="checkbox"/> Basic <input type="checkbox"/> Proficient <input type="checkbox"/> Outstanding <input type="checkbox"/>
14. Providing feedback to students/staff	Unsatisfactory <input type="checkbox"/> Developing <input type="checkbox"/> Basic <input type="checkbox"/> Proficient <input type="checkbox"/> Outstanding <input type="checkbox"/>	Unsatisfactory <input type="checkbox"/> Developing <input type="checkbox"/> Basic <input type="checkbox"/> Proficient <input type="checkbox"/> Outstanding <input type="checkbox"/>
15. Demonstrating flexibility and responsiveness	Unsatisfactory <input type="checkbox"/> Developing <input type="checkbox"/> Basic <input type="checkbox"/> Proficient <input type="checkbox"/> Outstanding <input type="checkbox"/>	Unsatisfactory <input type="checkbox"/> Developing <input type="checkbox"/> Basic <input type="checkbox"/> Proficient <input type="checkbox"/> Outstanding <input type="checkbox"/>
OVERALL RATING		
<div style="display: flex; justify-content: space-around; align-items: center;"> Unsatisfactory <input type="checkbox"/> Developing <input type="checkbox"/> Basic <input type="checkbox"/> Proficient <input type="checkbox"/> Outstanding <input type="checkbox"/> </div>		

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DOMAIN 4: PROFESSIONAL RESPONSIBILITIES	BEHAVIOR SPECIALIST	SUPERVISOR
16. Reflecting on intervention	Unsatisfactory <input type="checkbox"/> Developing <input type="checkbox"/> Basic <input type="checkbox"/> Proficient <input type="checkbox"/> Outstanding <input type="checkbox"/>	Unsatisfactory <input type="checkbox"/> Developing <input type="checkbox"/> Basic <input type="checkbox"/> Proficient <input type="checkbox"/> Outstanding <input type="checkbox"/>
17. Maintaining accurate records	Unsatisfactory <input type="checkbox"/> Developing <input type="checkbox"/> Basic <input type="checkbox"/> Proficient <input type="checkbox"/> Outstanding <input type="checkbox"/>	Unsatisfactory <input type="checkbox"/> Developing <input type="checkbox"/> Basic <input type="checkbox"/> Proficient <input type="checkbox"/> Outstanding <input type="checkbox"/>
18. Communicating with staff and/or families	Unsatisfactory <input type="checkbox"/> Developing <input type="checkbox"/> Basic <input type="checkbox"/> Proficient <input type="checkbox"/> Outstanding <input type="checkbox"/>	Unsatisfactory <input type="checkbox"/> Developing <input type="checkbox"/> Basic <input type="checkbox"/> Proficient <input type="checkbox"/> Outstanding <input type="checkbox"/>
OVERALL RATING		
Unsatisfactory <input type="checkbox"/> Developing <input type="checkbox"/> Basic <input type="checkbox"/> Proficient <input type="checkbox"/> Outstanding <input type="checkbox"/>		

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BEHAVIOR SPECIALIST COMMENTS:

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OBSERVER:

SUMMARY:

DATE OF OBSERVATION:

PERIOD:

STUDENT GROUP:

Supervisor

Date

Behavior Specialist

*Signature indicates that the Behavior Specialist has reviewed the form.

CC:

Behavior Specialist
Human Resource Department
Principal
Director of PPS