

PSYCHOLOGIST:  
DATE OF OBSERVATION:  
OBSERVER:



**SCHENECTADY CITY SCHOOL DISTRICT**  
**Office of Pupil Personnel Services**

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**INDICATORS OF PSYCHOLOGIST PERFORMANCE**

**FORMATIVE EVALUATION GUIDE**

TIME FRAME:

- ☐ October 15 – November 15
- ☐ November 15 – December 15
- ☐ January 15 – February 15

Final Annual Summative Evaluation due March 1

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## INDICATORS OF PSYCHOLOGIST PERFORMANCE

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

SUPERVISOR COMMENTS:

PSYCHOLOGIST COMMENTS:

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## INDICATORS OF PSYCHOLOGIST PERFORMANCE

<b>DOMAIN 2: The Practice Environment</b>	<b>TEACHER</b>	<b>SUPERVISOR</b>
<b>7. Creating an environment with respect and rapport</b>	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"/>
<b>8. Establishing a counseling relationship</b>	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"/>
<b>9. Supporting classroom/school procedures</b>	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"/>
<b>10. Facilitating positive student behavior</b>	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"/>
<b>OVERALL RATING</b>		
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	TEACHER	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	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		
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DOMAIN 4: PROFESSIONAL RESPONSIBILITIES	TEACHER	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 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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## SUMMARY:

DATE OF OBSERVATION:

PERIOD:

STUDENT GROUP:

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Supervisor

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Date

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Psychologist

\*Signature indicates that the teacher has reviewed the form.

Copies to be sent shortly after the conference to:  
Psychologist  
Human Resource Department  
Principal  
PPS Supervisor