

STOCKTON UNIFIED SCHOOL DISTRICT  
EVALUATION FORM  
BEHAVIOR SUPPORT SPECIALIST I

Name:  Site:

Pre Evaluation Conference    Date: \_\_\_\_\_     Mid Year Evaluation    Date: \_\_\_\_\_     Final Evaluation    Date: \_\_\_\_\_

The Behavior Support Specialist I provides a range of services to students, parents, teachers, administrators and other school personnel, student's families and regional agencies which support the educational process. The intent of these services is to facilitate the learning process for students.

Rating Criteria:

- |    |  |                     |
|----|--|---------------------|
| 4. | Experienced practice that Exemplifies the Standard | (Commendable)       |
| 3. | Maturing Beginning Practice                        | (Satisfactory)      |
| 2. | Developing Beginning Practice                      | (Needs Improvement) |
| 1. | Practice Not Consistent with Standard Expectations | (Unsatisfactory)    |

	4	3	2	1
<b>I. KNOWLEDGE</b>				
1. Organizational behavior management strategies/techniques.				
2. The development of a comprehensive ABA program based on state and national models (BACB).				
3. Laws relating to minors specific to confidentiality, records keeping, discipline and mental health services.				
4. Best practices in program development of research-based positive behavioral intervention methodologies & techniques, and social-emotional learning				
5. Familiar with school and community resources and collaborative strategies.				
6. Principles and practices of effective staff development for adults.				
7. A good working knowledge of computer systems such as Student Information Systems, Excel, Word, Outlook and Power Point.				
8. Applicable laws, codes, regulations, policies, and procedures.				
<b>II. SUPPORT/CONSULTATION</b>				
1. Assist the IEP team in determining student needs and formulating recommendations				
2. Consults with teachers regarding the development and implementations of classroom methods and procedures as well as behavioral strategies designed to facilitate pupil learning.				
3. Assists teachers in the development of behavioral plans to address students learning , communication and behavior problems.				
4. Consults with administrators in cases where the difficulty or sensitivity of the situation warrants it.				
5. Provides consultation and education as needed to parents to understand child development, learning and adjustment processes for children.				
6. Provides for consultation with teachers, administration, school psychologists and counselors, as requested.				
7. Assists in the supervision of support staff (paraprofessionals) within behavior programming, as requested.				
8. Coordinates and directs work for support staff (paraprofessionals)				
9. Enhances the professional growth of teachers and staff through in-service sessions, consultation and sharing of materials to promote a greater understanding of special education as well as behavioral analysis, positive discipline techniques and effective practices.				
<b>III. ASSESSMENT</b>				
1. Provides for functional behavioral assessment, as needed.				

	4	3	2	1
2. Prepares written reports as appropriate that accurately and completely reflect the results of each assessment in conformance with federal, state and district policies and regulations.				
3. Effectively communicates the results of assessments to parents, students, and staff in ways that promote understanding of the student's behavioral functioning and makes appropriate recommendations. Uses a multimodal approach to present summary data when appropriate.				
4. Monitors student program progression and evaluates program effectiveness, provides recommendations for appropriate programming.				
5. Recognizes cultural and language variations in the appropriate selection and use of diagnostic tools.				
<b>IV. DIRECT INTERVENTION</b>				
1. Works directly with students or families to help provide short-term interventions to deal with difficult behaviors in school upon mutual agreement of the principal, school psychologist, and classroom teacher or when assigned crisis team duties by supervisor.				
2. Seeks consultation with other professional staff as needed.				
<b>V. RESEARCH EVALUATION/ADMINISTRATION</b>				
1. Participates in professional growth activities throughout the year.				
2. Maintains confidentiality of student information and guides others in compliance with the law.				
3. Demonstrates and maintains an appropriate level of professional ethics and competence in the field of ABA.				
4. Assists in the development of district policies related to behavior intervention per mutual agreement.				
5. Serves on committees responsible for developing and planning behavioral intervention methodology, per mutual agreement.				
6. Contributes to the attainment of District goals as established by the Board of Education.				
<b>VI. WORK HABITS/RELATIONSHIPS</b>				
1. Flexibility.				
2. Dependability.				
3. Ability to work without supervision.				
4. Works well with others.				
5. Provides mediation between Behavior Support Specialist I / School Psychologists and other professionals as needed.				
6. Ability to work with challenging students and parents.				
<b>VII. OTHER</b>				
1. Performs adjunct duties by mutual agreement as prescribed in Article 6.1.1 (c) of the collective bargaining agreement.				

EVALUATOR'S  
COMMENTS:

FINAL EVALUATION RATING

Commendable

Satisfactory

Needs Improvement

Unsatisfactory

EVALUATOR'S RECOMMENDATION

\_\_\_\_\_ I recommend this Behavior Support Specialist I for continued employment in their present position.

\_\_\_\_\_ I recommend a probationary period to improve performance for this Behavior Support Specialist I position. An improvement plan is attached.

SELF  
IMPROVEMENT  
GOALS:

**The evaluation and assessment of the performance of each certificated unit employee shall be made on a continuing basis as follows:**

- (a) Once each school year for temporary/probationary personnel
- (b) Every other year for personnel with permanent status not meeting the criteria below
- (c) Every five (5) year for personnel who have been employed at least ten (10) years with the district and whose most recent previous evaluation rated the employee as 'Satisfactory' or 'Commendable'. The certificated employee or the evaluator may withdraw consent at any time.

\_\_\_\_\_  
Evaluator's Signature/ Date

\_\_\_\_\_  
SUSD Employee ID

\_\_\_\_\_  
Behavior Support Specialist I Signature/ Date

\_\_\_\_\_  
SUSD Employee ID