

STOCKTON UNIFIED SCHOOL DISTRICT  
EVALUATION FORM  
SPEECH LANGUAGE PATHOLOGIST

Name:  Site:

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

The Speech Language Pathologist 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. Serves as a consultant to administrators, psychologists, special education staff, general education teachers and parents as evidenced by the site administrators.				
2. Collaborates and seeks consultations with general education and special education teachers, psychologists and all other staff as appropriate as evidenced by the site administrator.				
3. Enhances the professional growth of teachers and staff through in-service sessions, consultation and sharing of materials to promote greater understanding of special education and the role of Speech Language Pathologists as appropriate.				
<b>II. ASSESSMENT</b>				
1. Conducts appropriate speech and language assessments as evidenced on file in the speech case study folders and in SEIS.				
2. Recognizes cultural and language variations in the appropriate selection and use of diagnostic tools, as evidenced in assessment reports.				
3. Provides assessment information at IEP meetings, makes program and/or placement recommendations when appropriate, and participates in the development of IEP's as evidenced by the student's IEP.				
4. 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. Provides a written report of all assessments conducted as evidenced by a copy on file in speech and language case study folders and scanned/attached in SEIS.				
<b>III. DIRECT INTERVENTION</b>				
1. Provides direct speech and language therapy services as indicated by the IEP and evidenced by a schedule of services and therapy logs/attendance.				
2. Plans evidence based interventions appropriate for individual students and groups of students.				
3. Collaborates/consults with classroom teachers in the management of speech language disorders.				
4. Modifies therapeutic instruction approaches and other functions from data gathered during therapy.				
5. Implements the service delivery model most appropriate to the students degree of severity.				
<b>IV. RESEARCH/EVALUATION/ADMINISTRATION</b>				
1. Participates in professional growth activities throughout the year.				

	4	3	2	1
2. Provides appropriate supervision and direction to intern SLP's and/or CFY/RPE SLP's per mutual agreement.				
3. Maintains confidentiality of student information which includes IEP's, Logs, Attendance and all other information in compliance with the law.				
4. Demonstrates and maintains an appropriate level of professional ethics and competence in the field of Speech Language Pathology.				
<b>V. WORK HABITS/RELATIONSHIPS</b>				
1. Flexibility.				
2. Dependability and punctuality.				
3. Ability to work without direct supervision.				
4. Works well with others.				
5. Completes paperwork such as logs, progress reports, student attendance, assessment reports and IEP's.				
6. Attends mandatory monthly SLP staff meetings.				
<b>VI. RESEARCH</b>				
1. Reviews speech, language and hearing literature and makes use of new information during therapy and instructional procedures.				
2. Applies knowledge gained from continuing education activities.				
<b>VII. PROFESSIONAL GROWTH</b>				
1. Participates in activities that promote professional growth such as conferences, symposiums and workshops directly related to the SLP profession.				
<b>VIII. OTHER</b>				
1. Performs adjunct duties by mutual agreement as prescribed in Article 6.1.1 (c) of the collective bargaining agreement.				
2. Contributes to the attainment of the District goals as established by the Board of Education as evidenced by the site administrator.				

EVALUATOR'S  
COMMENTS:

FINAL EVALUATION RATING

Commendable

Satisfactory

Needs Improvement

Unsatisfactory

## EVALUATOR'S RECOMMENDATION

\_\_\_\_\_ I recommend this Speech Language Pathologist for continued employment in their present position.

\_\_\_\_\_ I recommend a probationary period to improve performance for this Speech Language Pathologist 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

\_\_\_\_\_  
Speech Language Pathologist Signature/ Date

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