

Athens Area Schools Paraprofessional Evaluation

Paraprofessional: _____

Date: _____

Component	Needs Improvement = 1	Basic = 2	Proficient = 3	Distinguished = 4	Score
Demonstrates knowledge of content	Displays insufficient understanding of subjects or basic skills	Knowledge of content represents basic understanding but does not make connections between concepts.	Demonstrates solid understanding of content and its relationships between concepts	Knowledge of content is extensive, relates content to real life and is demonstrating continuing personal growth.	
Ability to use strategies to promote student independence	Is unable to use strategies and best practices to promote student independence.	Under the direction of a certified educator, can implement some strategies and best practices to promote student independence	Knows and implements strategies and best practices to promote student independence	Implements and encourages collaboration of educational team on promoting student independence	
Use of questioning and discussion	Has limited knowledge of questioning and discussion techniques and is unable to implement strategies that facilitate inclusion of students with disabilities with peers	Is able to use some inclusive strategies that promote student communication, language and higher order thinking skills.	Know and implements a variety of strategies that promote student communication, language and higher order thinking skills.	Implements and encourages collaboration of the team in promoting student communication, language and higher order thinking skills.	
Engaging students in learning	Unable to read and follow a lesson plan. Unable to provide students with complete and specific instructions to activities	Has limited knowledge of the process of adapting materials to student needs. Has difficulty following oral or written directions and does not seek clarification from certified teacher	Understands and demonstrates the adaptation process. Provides appropriate alternative activity. Seeks out clarification and/or direction when needed from certified teacher	Can successfully collaborate with the team in meeting student needs by adapting lesson plans specific to the curriculum	
Creates an environment of trust and respect	Interactions between para and students are negative, inappropriate, sarcastic and/or not positive in nature	Interactions with students are generally appropriate but may occasionally display insensitivity	Interactions with students are consistently appropriate and respectful and reflect warmth and caring	Interactions are highly respectful and reflect genuine warmth and caring which positively affects the climate of the class	
Managing student behavior	Has limited knowledge and is unable to demonstrate strategies that reinforce positive student behavior. Does not assist resolving any behavioral issues	Has some knowledge and is able to use some strategies that reinforce positive student behavior. Does not consistently use skills to manage student behavior	Uses strategies that reinforce positive student behavior. The response to student misbehavior is appropriate and respectful to students	Consistently monitors student behavior and intervenes in a positive manner before behavior escalates. Uses a variety of strategies which reinforce positive behavior.	
Classroom procedures	Fails to assist the teacher in the implementation of the classroom routines and procedures	Occasionally assists the teacher in the implementation of the classroom routines and procedures	Assists the teacher in the implementation of the classroom routines and procedures that allow for increased instruction time and learning	Assist the teacher in the implementation in the seamless operation of the classroom routines and procedures thus increasing educational effectiveness	
Documentation of student learning	Does not follow the protocols for documentation of student learning or functional behavioral data	Is inconsistent in following the protocols for documentation of student learning or functional behavioral data	Consistently follows the protocols for documentation of student learning or functional behavioral data	Consistently follows the protocols for documentation of student learning or functional behavioral data, Contributes to the team in sharing data and planning	
Communication with other staff	Does not communicate effectively. Does not use listening skills. Communication is largely negative and complaining	Does not always communicate effectively. Does not always use listening skills. Communication is sometimes negative and complaining.	Demonstrates support and cooperation. Interaction is positive in nature and is able to work well with other staff. Is a good listener.	Demonstrates support, cooperation and collaboration. Interaction is positive in nature and is able to work well with other staff. Is a good listener.	
Subtotal					

<i>Integrity and professionalism</i>	Does not maintain confidentiality or has made errors in judgement and/or integrity	Makes infrequent lapses in maintaining confidentiality or in professionalism and/or integrity	Displays high standards of honesty and integrity. Maintains confidentiality. Effectively resolves conflicts with appropriate communication and follows the chain of command	Serves as a model of professionalism and integrity	
<i>Positive work ethic</i>	Is frequently late to work and to assignments and may not be prepared to start work in an appropriate manner	Usually can be relied on to be punctual and prepared to start work in an appropriate manner	Can be relied on to be punctual and prepared to start work in an appropriate manner. Works well under pressure	Can be relied on in all circumstances. Commits themselves to tasks that involve time and personal investment	
Subtotal from this page					
Subtotal from first page					
Total					
Evaluation Score based on total divided by 11					

Rating _____ Needs Improvement = 1-1.4 Basic = 1.5-2.4 Proficient = 2.5-3.4 Distinguished = 3.5-4

Other comments: _____

This evaluation is a composite of teachers and administrators.

 Signature of Paraprofessional

Date _____