

FREDERICK COUNTY PUBLIC SCHOOLS
STUDENT SUPPORT

check one: Observation
 Evaluation

Teacher Full Name:	Employee ID:	School:
Teacher Assignment:	Observer/Evaluator:	Date:
Number of Observations:	Number of Evaluations:	Recommended Reappointment:
Tenured: <input type="checkbox"/> Yes <input type="checkbox"/> No	If Nontenured: Semester <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6	

D = Distinguished P = Proficient E = Emergent U = Unsatisfactory **D** **P** **E** **U** **N/A**

DOMAIN ONE: PLANNING AND PREPARATION

1a	Demonstrates knowledge and skill in academic and behavioral interventions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1b	Demonstrates knowledge of student emotional, social, and academic development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1c	Selects interventions appropriate to student development and needs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1d	Demonstrates knowledge of resources	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1e	Designs the student support program to promote behavioral and academic success	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1f	Develops a plan to evaluate the student support program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments: Overall Rating of Domain 1 (*for evaluation only*) Highly Effective Effective Ineffective

DOMAIN TWO: THE ENVIRONMENT

2a	Creates an environment of respect and rapport	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2b	Establishes a culture for learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2c	Manages time effectively	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2d	Establishes and maintains clear procedures for student support services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2e	Organizes physical space for providing student support services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments: Overall Rating of Domain 2 (*for evaluation only*) Highly Effective Effective Ineffective

DOMAIN THREE: DELIVERY OF SERVICE

3a	Communicates clearly and accurately	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3b	Develops and implements intervention plans to maximize students’ success	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3c	Collaborates with stakeholders in the development of interventions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3d	Uses data to monitor student performance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3e	Demonstrates flexibility and responsiveness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments: Overall Rating of Domain 3 (*for evaluation only*) Highly Effective Effective Ineffective

DOMAIN FOUR: PROFESSIONAL RESPONSIBILITIES

4a	Reflects on practice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4b	Maintains accurate records	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4c	Communicates with students, staff, families, and community agencies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4d	Demonstrates knowledge of district, state and federal regulations and laws	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4e	Engages in professional development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4f	Shows professionalism, including integrity, advocacy, and maintains confidentiality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments: Overall Rating of Domain 4 (*for evaluation only*) Highly Effective Effective Ineffective

Overall Performance Rating (*for evaluation only*): **Highly Effective** **Effective** **Ineffective**

Initial and Date (for multiple pages): _____

The Components of Professional Practice have been reviewed in conjunction with this observation/evaluation: _____

Observer/Evaluator's Signature _____ Teacher's Signature _____ Date: _____

Notes:

1. A teacher shall receive an overall rating of *Effective* unless one of the two conditions stated as Rule 2 or Rule 3 are met.
2. A teacher shall receive an overall rating of *Highly Effective* if rated as Highly Effective in three or more Domains and Effective in all remaining Domains.
3. A teacher shall receive an overall rating of *Ineffective* if rated as Ineffective in two or more Domains.
4. The teacher's signature on this observation/evaluation is an indication that the teacher has received the observation/evaluation and has had an opportunity to discuss it with the observer/evaluator, the signature does not necessarily indicate agreement with the content.

SAMPLE

Initial and Date (for multiple pages): _____