

School Psychologist Performance Appraisal Instrument

Instructions

1. The evaluator is to rate the school psychologist on a six-point scale as indicated below.
2. The competencies pertinent to each major function must be selected and discussed by the supervisor and psychologist at the beginning of the year.
3. The evaluator is encouraged to add pertinent comments at the end of each major function.
4. The school psychologist is provided an opportunity to react to the evaluator's ratings and comments.
5. The evaluator and the school psychologist must discuss the results of the appraisal and any recommended action pertinent to it.
6. The school psychologist and the evaluator must sign the instrument in the assigned spaces.

School Psychologist Name:

School or Base Assignment:

Rating Scale

Superior	Well Above Average	Above Average	At Standard	Below Standard	Unsatisfactory
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1.0 Major Function: Assessment and Interpretation

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1.1 Assists in early identification of students' learning and adjustment problems.

Superior	Well Above Average	Above Average	At Standard	Below Standard	Unsatisfactory
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- 1.2 Conducts assessments appropriate to the focus of concern and according to prevailing professional standards.
- 1.3 Conducts assessments with consideration of the characteristics of the student or group of students (including ethnic, cultural, socio-economic, and handicapping considerations).
- 1.4 Assists in identifying factors in the learning environment that may affect the student and assessing their degree of impact.
- 1.5 Integrates data from assessment procedures and develops hypotheses relative to (1) instructional and educational programming and (2) program eligibility and placement.
- 1.6 Assists in planning and developing interventions, programs and/or services based on the identified needs of the student or group of students.

Comments _____

2.0 Major Function: Direct Interventions for Students

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- 2.1 Teaches students how to develop effective learning strategies and personal and social skills.
- 2.2 Counsels students on educational and personal adjustment issues.
- 2.3 Evaluates effectiveness of individual and group interventions and modifies interventions based on data collected.

Comments _____

Superior	Well Above Average	Above Average	At Standard	Below Standard	Unsatisfactory
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3.0 Major Function: Consultation and Training

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- 3.1 Demonstrates knowledge of consultation models and processes.
- 3.2 Consults with teachers, other school staff, and parents about ways to facilitate learning and adjustment for individuals or groups of students.
- 3.3 Consults with teachers and other school staff on classroom, school, or system needs.
- 3.4 Helps provide liaison and coordination between the school system and other relevant agencies to facilitate services for students and families.
- 3.5 Interprets educational policies, programs, and procedures related to psychological services.
- 3.6 Provides information, and/or education in the application of learning theory, child development, and other psychological principles to school personnel and parents.
- 3.7 Plans and implements in-service programs for staff and/or parents.

Comments _____

4.0 Major Function: Program Development

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- 4.1 Conducts and/or assists in conducting formal and informal needs assessment to determine program characteristics and needs.
- 4.2 Works with others to develop programs and program strategies to maximize learning for students.

Superior	Well Above Average	Above Average	At Standard	Below Standard	Unsatisfactory
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4.3 Assists in planning for the evaluation of programs.

4.4 Assists school personnel in analyzing, interpreting, and disseminating results of school program evaluations.

Comments _____

5.0 Major Function: School Psychology Program Implementation

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5.1 Assists in the development of a comprehensive program of services to all students.

5.2 Adheres to established program goals, priorities, and objectives.

5.3 Plans, maintains, and/or participates in a system of accountability for services delivered.

Comments _____

6.0 Major Function: Professional Practice and Development

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6.1 Delivers services consistent with the National Association of School Psychologists (NASP) and the American Psychological Association (APA) ethical principles and professional standards of practice.

6.2 Observes federal, state, and local policies and regulations in the delivery of school psychological services.

6.3 Works to ensure students' rights and welfare in the school and community.

Superior	Well Above Average	Above Average	At Standard	Below Standard	Unsatisfactory
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6.4 Engages in continuing professional development by assessing one’s own needs and seeking ways to address needs.

Comments _____

7.0 Major Function: Communication and Relationship Skills

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7.1 Effectively Communicates knowledge and ideas orally to individuals and groups.

7.2 Effectively communicates knowledge and ideas in writing.

7.3 Maintains effective interpersonal relationships and communication in the professional setting.

Comments _____

Evaluators Summary Comments _____

School Psychologists Reactions to Evaluation _____

Evaluator’s Signature and Date

School Psychologist’s Signature and Date