

**LAKWOOD PUBLIC SCHOOLS
PARAPROFESSIONAL PERFORMANCE EVALUATION**

Name of Paraprofessional _____

School _____

Assignment _____ Evaluator _____

The paraprofessional will be evaluated in each of the eight Dimensions of Effective Teaching using these ratings:
Meets or Exceeds Standards = The performance of the paraprofessional meets the standards and expectations of the Lakewood Public Schools.

Does Not Meet Standards = The paraprofessional fails to meet the standards and his/her performance, as measured against the standards, is unsatisfactory.

Summary Rating Table	Meets or Exceeds Standards	Does Not Meet Standards
<u>Dimension</u>		
Dimension 1: Equity and High Expectations		
Dimension 2: Professionalism		
Dimension 3: Safe, Respectful, Culturally Sensitive and Responsive Learning Communities		
Dimension 4: Partnership with Family and Community		
Dimension 5: Instructional Implementation:		
Dimension 6: Content Knowledge:		
Dimension 7: Monitoring and Assessment of Progress:		
Dimension 8: Reflection, Collaboration, and Personal Growth:		

Overall Performance: ___ Meets or Exceeds Standards ___ Does Not Meet Standards

Signature of Administrator _____ Date _____

Signature of Paraprofessional* _____ Date _____

*The paraprofessional's signature indicates that he or she has received the evaluation report. It does not denote agreement with the report.

Dimension 4: Partnership with Family and Community

Performance Indicators	
Exhibits cooperative relationships with parents as requested by teacher.	
Assist classroom teacher to implement his or her home/school communication plan when requested.	
Overall rating for Dimension 4:	_____MES _____DNMS

Dimension 5: Instructional Implementation:

Performance Indicators	
Assist classroom teacher in the preparation of instructional materials.	
Assist classroom teacher or other immediate supervisor with the provision of instructional activities at the appropriate level for all students.	
Lead small group learning activities, as well as provide learning opportunities throughout the day.	
Meet with classroom teacher to discuss curriculum, classroom management, and goals for instruction when requested.	
Support the classroom teacher in implementing curriculum.	
Follow planned lessons for small group instruction at the direction of the teacher or immediate supervisor that will achieve the short and long term objectives of the classroom	
Use materials related to the objectives of the lesson at the direction of the classroom teacher or other immediate supervisor.	
Overall rating for Dimension 5:	_____MES _____DNMS

Dimension 6: Content Knowledge:

Performance Indicators	
Know the subject matter and present it in a clear and focused manner.	
With support from the classroom teacher, clearly and consistently communicate how concepts connect to the big ideas and essential questions within and across disciplines.	
Support direct instruction to students individually, in small groups, and with whole class settings under direction of teacher.	
Overall rating for Dimension 6:	_____MES _____DNMS

Dimension 7: Monitoring and Assessment of Progress:

Performance Indicators	
Supervises students on field trip activities and other activities such as indoor/outdoor play, snacks and rest.	
Assist classroom teacher to use and organize student notebooks, assessments, folders, and/or portfolios to help the teacher monitor student progress. .	
Overall rating for Dimension 7:	_____MES _____DNMS

Dimension 8: Reflection, Collaboration, and Personal Growth:

Performance Indicators	
Use required standards to set learning goals based on identified needs.	
Engages in activities that contribute to the employee's performance in the teaching and learning situation (e.g. responds to in-service and professional growth opportunities in terms of personal and pupil improvement.	
Reflect on instructional successes and challenges and use that information to inform professional growth.	
Overall rating for Dimension 8:	_____MES _____DNMS

SECTION II. SHORT NARRATIVE: This section shall be completed for those paraprofessionals who received a rating of “Meets or Exceeds Standards” in any of the eight Dimensions in Section II. The evaluator provides a brief narrative of the paraprofessional’s strengths.

Comments on Performance: Describe (in the space below) evidence and samples of the paraprofessional’s practice that demonstrate how the paraprofessional is:

<p><u>Meeting or Exceeding standards of effective practice:</u></p>
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<p><u>Statement of opportunities for continued improvement:</u></p>
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SECTION III. LONG NARRATIVE: This section shall be completed ONLY for those paraprofessionals who received a rating of “Does Not Meet Standards” in one or more Dimension(s). For each **Dimension** rated, “Does Not Meet Standards” the evaluator shall list the Dimension, state the problem and the associated prescription.

Dimension # _____

Statement of problem:

Prescription:

Dimension # _____

Statement of problem:

Prescription:

Dimension # _____

Statement of problem:

Prescription:

Dimension # _____

Statement of problem:

Prescription: