



**Wendell School District #232  
Paraprofessional Evaluation Model 2018-2019**



<b>Employee Name:</b>	<b>Title: Paraprofessional</b>			
<b>School: Wendell</b>	<b>Date:</b>			
The paraprofessional's supervisor will complete this evaluation form each year, after observing the Disposition and Performance competencies during the school year. Descriptors are used to depict what the truest statement of the paraprofessional's performance includes. (See full Idaho Paraprofessional Standard/Rubric for more).				
<b>LEVELS FOR ASSESSING PERFORMANCE</b> (Satisfactory, Needs Improvement, Unsatisfactory, Not Observed)				
Satisfactory (S) – The paraprofessional frequently demonstrates the required skill. Need Improvement (NI) – The paraprofessional demonstrates the required skill but needs improvement. Unsatisfactory (U) – The paraprofessional irregularly or rarely demonstrates the required skill. Not Observed (NO) - Skill was not observed.				
<b>Principle # 1</b>	<b>Satisfactory</b>	<b>Needs Improvement</b>	<b>Unsatisfactory</b>	<b>Not Observed</b>
The paraprofessional has a basic knowledge of the discipline(s) taught and supports the teacher/provider in creating learning experiences that make the subject matter meaningful for students.				
<b>Principle # 2</b>	<b>Satisfactory</b>	<b>Needs Improvement</b>	<b>Unsatisfactory</b>	<b>Not Observed</b>
The paraprofessional has a basic knowledge of how students learn and develop and assists in providing opportunities that support their intellectual, social, and personal development.				
<b>Principle # 3</b>	<b>Satisfactory</b>	<b>Needs Improvement</b>	<b>Unsatisfactory</b>	<b>Not Observed</b>
The paraprofessional knows that students differ in their approaches to learning and assists in creating instructional opportunities that are adapted to students with diverse needs.				
<b>Principle # 4</b>	<b>Satisfactory</b>	<b>Needs Improvement</b>	<b>Unsatisfactory</b>	<b>Not Observed</b>
The paraprofessional understands and uses a variety of instructional strategies to assist the teacher/provider.				
<b>Principle # 5</b>	<b>Satisfactory</b>	<b>Needs Improvement</b>	<b>Unsatisfactory</b>	<b>Not Observed</b>
The paraprofessional understands the impact of the educational environment on student learning, self-motivation and positive social interaction and assists in creating a positive learning environment.				
<b>Principle # 6</b>	<b>Satisfactory</b>	<b>Needs Improvement</b>	<b>Unsatisfactory</b>	<b>Not Observed</b>
The paraprofessional uses a variety of communication techniques including verbal, nonverbal, and media in and beyond the classroom.				

<b>Principle # 7</b>	<b>Satisfactory</b>	<b>Needs Improvement</b>	<b>Unsatisfactory</b>	<b>Not Observed</b>
The paraprofessional implements teacher/provider designed instructional plans based upon knowledge of subject matter, students, the community, and curriculum goals.				
<b>Principle # 8</b>	<b>Satisfactory</b>	<b>Needs Improvement</b>	<b>Unsatisfactory</b>	<b>Not Observed</b>
The paraprofessional supports the teacher/provider in evaluating the intellectual, social and physical development of the student.				
<b>Principle # 9</b>	<b>Satisfactory</b>	<b>Needs Improvement</b>	<b>Unsatisfactory</b>	<b>Not Observed</b>
The paraprofessional engages in continued professional improvement toward an identified goal.				
<b>Principle # 10</b>	<b>Satisfactory</b>	<b>Needs Improvement</b>	<b>Unsatisfactory</b>	<b>Not Observed</b>
The paraprofessional interacts in a professional, effective manner with colleagues, parents, and other members of the community to support students' learning and well-being.				

<b>Comments:</b>     
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<b>Overall Evaluation:</b>	<b>Satisfactory</b>	<b>Needs Improvement</b>	<b>Unsatisfactory</b>
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<b>Signature of Employee:</b>	<b>Date:</b>
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<b>Signature of Supervisor:</b>	<b>Date:</b>
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\*\*My signature above indicates that the contents of this evaluation have been review with me. It does not necessarily indicate agreement with the finding.  
(The employee may attach a statement to clarify or give additional informatio concerning this evaluation.)