

*North Kitsap School District*  
 Poulsbo, Washington  
**PERFORMANCE EVALUATION FOR PARAEDUCATOR**

Employee:

School:

Assignment:

Evaluation Type:      Probation              Annual              Other

Date of Evaluation:

The PSE Collective Bargaining Agreement contains the procedures for evaluating employees.  
 New Employees – See Sections 6.1 through 6.3  
 Returning Employees – See Sections 3.5 through 3.5.1

**\*\*\*Any area in which "Area for Growth" or "Does Not Meet Criteria" is indicated must be followed by written comments explaining the deficiency and the procedures recommended for helping the individual become effective through self-improvement.\*\*\***

<b>JOB PERFORMANCE</b>	Exceeds Expectation	Meets Expectation	Area for Growth	Does Not Meet Expectation- Unsatisfactory	N/A
Job Knowledge					
Quality of Work – overall <ul style="list-style-type: none"> <li>• Ability to Organize</li> <li>• Accomplishes work on schedule</li> </ul>					
Maintains Confidentiality					
Demonstrates good decision making skills					
Ability to complete assignments thoroughly and with minimal supervision					
Flexibility in adapting to new situations, demands and emergencies					
Understands and follows district and building procedures and practices					
Appropriately cares for district property/equipment					
Utilizes materials and equipment effectively					
<b>Evaluator Comments:</b>					

<b>INSTRUCTIONAL SKILLS &amp; BEHAVIOR MANAGEMENT</b>	Exceeds Expectation	Meets Expectation	Area for Growth	Does Not Meet Expectation- Unsatisfactory	N/A
Supports classroom management techniques, both academic and behavioral, as directed by certificated staff					
Effectively implements behavior plans as directed by certificated staff					
Demonstrates patience and models good behavior					
Demonstrates understanding of best practices when utilizing instructional techniques					
Effectively instructs students as directed by certificated staff					
Demonstrates knowledge and understanding of child development					
Uses correct grammar & spelling, effective writing and oral communication					

<b>SPECIAL ED PARAEDUCATOR ONLY</b>	Exceeds Expectation	Meets Expectation	Area for Growth	Does Not Meet Expectation- Unsatisfactory	N/A
Demonstrates knowledge of specialized training and/or skills when delivering instructional and non-instructional services to eligible students					
<b>Evaluator Comments:</b>					

<b>PERSONAL QUALITIES</b>	Exceeds Expectation	Meets Expectation	Area for Growth	Does Not Meet Expectation- Unsatisfactory	N/A
Shows interest and pride in work					
Punctual in terms of job responsibility					
Demonstrates courtesy and tact when dealing with the public, students, and staff					
Dependable in job responsibilities					
Fosters professional/interpersonal relationships					
Appropriate grooming and dress for position					
<b>Evaluator Comments:</b>					

<b>WORK ATTITUDE &amp; INITIATIVE</b>	Exceeds Expectation	Meets Expectation	Area for Growth	Does Not Meet Expectation- Unsatisfactory	N/A
Displays a teamwork approach					
Displays self-motivation to achieve job expectations					
Displays problem-solving skills					
<b>Evaluator Comments:</b>					

**ADDITIONAL COMMENTS OF EVALUATOR:**

**EMPLOYEE COMMENTS (OPTIONAL):**

I certify that this report has been discussed with me and I have received a copy. I understand that my signature does not necessarily indicate agreement.

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Supervisor Signature

\_\_\_\_\_  
Date