

STOCKTON UNIFIED SCHOOL DISTRICT
EVALUATION FORM
AUTISM SPECIALIST II

Name:

Site:

Pre Evaluation Conference Date: _____ Mid Year Evaluation Date: _____ Final Evaluation Date: _____

The Autism Specialist II provides a range of services to students, parents, teachers, administrators and other school personnel, student's families and regional agencies which support the educational process. The intent of these services is to facilitate the learning process for students.

Rating Criteria:

- | | | |
|----|--|---------------------|
| 4. | Experienced practice that Exemplifies the Standard | (Commendable) |
| 3. | Maturing Beginning Practice | (Satisfactory) |
| 2. | Developing Beginning Practice | (Needs Improvement) |
| 1. | Practice Not Consistent with Standard Expectations | (Unsatisfactory) |

	4	3	2	1
I. KNOWLEDGE				
1. Organizational behavior management strategies/techniques.				
2. The development of a comprehensive ABA program based on state and national models (BACB).				
3. Laws relating to minors specific to confidentiality, records keeping, discipline and developmental disability services.				
4. Best practices in program development of research based positive behavioral intervention methodologies and techniques relating to ASDs.				
5. Familiar with school and community resources and collaborative strategies.				
6. Principles and practices of effective staff development for adults.				
7. A good working knowledge of computer systems such as Student Information Systems, Excel, Word, Outlook and Power Point.				
8. Applicable laws, codes, regulations, policies, and procedures.				
II. SUPPORT/CONSULTATION				
1. Assists the IEP team in determining student needs and formulating recommendations				
2. Consults with teachers regarding the development and implementations of classroom methods and procedures as well as behavioral strategies designed to facilitate pupil learning.				
3. Assists teachers in the development of behavioral plans to address students learning , communication and behavior problems.				
4. Designs and monitors early intervention programs for students with ASD's.				
5. Consults with administrators in cases where the difficulty or sensitivity of the situation warrants it.				
6. Provides consultation and education as needed to parents to understand child development, learning and adjustment processes for children.				
7. Provides for consultation with teachers, administration, school psychologists and counselors, as requested.				
8. Enhances the professional growth of teachers and staff through in-service sessions, consultation, and sharing of materials to promote greater understanding of special education as well as behavioral analysis, positive discipline techniques and effective practices.				

	4	3	2	1
III. ASSESSMENT				
1. Provides for behavioral assessment, as needed.				
2. Prepares written reports as appropriate that accurately and completely reflect the results of each assessment in conformance with federal, state, and district policies and regulations.				
3. Effectively communicates the results of assessments to parents, students, and staff in ways that promote understanding of the student's behavioral functioning and makes appropriate recommendations. Uses a <i>multimodal</i> approach to present summary data when appropriate.				
4. Monitors student program progression and evaluates program effectiveness, provides recommendation for appropriate programming.				
5. Recognizes cultural and language variations in the appropriate selection and use of diagnostic tools.				
IV. DIRECT INTERVENTION				
1. Works directly with students or families to help provide short-term interventions to deal with difficult behaviors in school upon mutual agreement of the principal, school psychologist, and classroom teacher or when assigned crisis team duties by supervisor.				
2. Seeks consultation with other professional staff as needed.				
V. RESEARCH EVALUATION/ADMINISTRATION				
1. Participates in professional growth activities throughout the year.				
2. Provides appropriate supervision and directions to interns/fieldwork students per mutual agreement.				
3. Maintains confidentiality of student information and guides others in compliance with the law.				
4. Demonstrates and maintains an appropriate level of professional ethics and competence in the field of ABA.				
5. Assists in the development of district policies related to behavior intervention per mutual agreement.				
6. Serves on committees responsible for developing and planning behavioral intervention methodology, per mutual agreement.				
7. Conducts research or evaluation of an educational nature, per mutual agreement.				
8. Contributes to the attainment of District goals as established by the Board of Education.				
VI. WORK HABITS/RELATIONSHIPS				
1. Flexibility.				
2. Dependability.				
3. Ability to work without supervision.				
4. Works well with others.				
5. Provides mediation between autism program staff and other professionals as needed.				
6. Ability to work with challenging students and parents.				
VII. OTHER				
1. Performs adjunct duties by mutual agreement as prescribed in Article 6.1.1 (c) of the collective bargaining agreement.				

EVALUATOR'S
COMMENTS:

FINAL EVALUATION RATING

Commendable

Satisfactory

Needs Improvement

Unsatisfactory

EVALUATOR'S RECOMMENDATION

_____ I recommend this Autism Specialist II for continued employment in their present position.

_____ I recommend a probationary period to improve performance for this Autism Specialist II position. An improvement plan is attached.

SELF
IMPROVEMENT
GOALS:

The evaluation and assessment of the performance of each certificated unit employee shall be made on a continuing basis as follows:

- (a) Once each school year for temporary/probationary personnel;
- (b) Every other year for personnel with permanent status not meeting the criteria below
- (c) Every five (5) year for personnel who have been employed at least ten (10) years with the district and whose most recent previous evaluation rated the employee as 'Satisfactory' or 'Commendable'. The certificated employee or the evaluator may withdraw consent at any time.

Evaluator's Signature/ Date

SUSD Employee ID

Autism Specialist II Signature/ Date

SUSD Employee ID