

# ALABAMA PROFESSIONAL EDUCATION PERSONNEL EVALUATION PROGRAM

## EVALUATION SUMMARY REPORT SCHOOL PSYCHOLOGIST/PSYCHOMETRIST SYSTEM

**Educator:** \_\_\_\_\_ **Social Security No:** \_\_\_\_ - \_\_\_\_ - \_\_\_\_  
**Evaluator:** \_\_\_\_\_ **Social Security No:** \_\_\_\_ - \_\_\_\_ - \_\_\_\_  
**School System:** \_\_\_\_\_ **Date:** \_\_\_/\_\_\_/\_\_\_  
Code No. M M D D Y Y

This evaluation summary form should be used to combine information from the various data collection instruments: Structured Interview (SI), Supervisor's Review Form (SRF), Portfolio (P), and Professional Development Plan (PDP). First, numerical scores from these instruments should be listed in the blank space(s) by indicator. Second, this information should be reviewed to determine a competency score. Competency scores are to be determined from a pattern analysis of the indicator scores and entered in the space designated for competency scores. Third, documentation is required for each competency area.

The following scale is to be used to determine indicator scores and the overall score for each competency area:

- |                                    |   |
|------------------------------------|---|
| <b>1 - Unsatisfactory</b>          | <i>Indicates the educator's performance in this position requirement is not acceptable. Improvement activities must be undertaken immediately.</i>  |
| <b>2 - Needs Improvement</b>       | <i>Indicates the educator's performance sometimes but not always meets expectations in this position requirement. Improvement activities are required for performance to consistently meet standards.</i>                             |
| <b>3 - Area Of Strength</b>        | <i>Indicates the educator consistently meets and sometimes exceeds expectations for performance in this position requirement. Performance can be improved in the area(s) indicated, but current practices are clearly acceptable.</i> |
| <b>4 - Demonstrates Excellence</b> | <i>Indicates the educator does an outstanding job in this position requirement. No area for improvement is readily identifiable.</i>  |

COMPETENCIES Indicators	Instruments			
1.0 PLANNING AND PREPARATION FOR DELIVERY OF SERVICES	SI	SRF	P	PDP
1.1 Establishes Appropriate Goals/Objectives for the Psychological/Psychometric Program				
1.2 Plans for Delivery of Psychological/Psychometric Services				
1.3 Selects Materials/Activities/Techniques for Program Implementation				

**Competency Documentation:**

<b>COMPETENCY SCORE:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
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<b>COMPETENCIES Indicators</b>	<b>Instruments</b>			
	<b>SI</b>	<b>SRF</b>	<b>P</b>	<b>PDP</b>
<b>2.0 DELIVERY OF PSYCHOLOGICAL AND PSYCHOMETRIC SERVICES</b>				
2.1 Provides Assessment and Evaluation Services				
2.2 Delivers Intervention, Prevention, and Consultation Services				
2.3 Provides Education and Research Services				
2.4 Demonstrates Knowledge of Psychological and Psychometric Techniques				
<b>Competency Documentation:</b>	<b>COMPETENCY SCORE: 1 2 3 4</b>			

<b>COMPETENCIES Indicators</b>	<b>Instruments</b>			
	<b>SI</b>	<b>SRF</b>	<b>P</b>	<b>PDP</b>
<b>3.0 EVALUATION OF PSYCHOLOGICAL/PSYCHOMETRIC SERVICES</b>				
3.1 Evaluates Psychological/Psychometric Programs and Services				
3.2 Monitors Programs and Services				
<b>Competency Documentation:</b>	<b>COMPETENCY SCORE: 1 2 3 4</b>			

<b>COMPETENCIES Indicators</b>	<b>Instruments</b>			
	<b>SI</b>	<b>SRF</b>	<b>P</b>	<b>PDP</b>
<b>4.0 MANAGEMENT OF THE PSYCHOLOGICAL/PSYCHOMETRIC PROGRAM AND STUDENT BEHAVIOR</b>				
4.1 Provides for Maintenance of Psychological/Psychometric Program				
4.2 Manages Psychological/Psychometric Services				
4.3 Manages Student Behavior				
<b>Competency Documentation:</b>	<b>COMPETENCY SCORE: 1 2 3 4</b>			

COMPETENCIES Indicators	Instruments				
	SI	SRF	P	PDP	
<b>5.0 POSITIVE PROFESSIONAL CLIMATE</b>					
5.1 Facilitates Productive Interaction					
5.2 Communicates High Expectations					
5.3 Expresses Positive Affect					
<b>Competency Documentation:</b>		<b>COMPETENCY SCORE: 1 2 3 4</b>			

COMPETENCIES Indicators	Instruments				
	SI	SRF	P	PDP	
<b>6.0 COMMUNICATION</b>					
6.1 Speaks Clearly, Correctly, and Coherently					
6.2 Writes Clearly, Correctly, and Coherently					
<b>Competency Documentation:</b>		<b>COMPETENCY SCORE: 1 2 3 4</b>			

The Professional Development and Leadership section below reports activities undertaken and completed for an evaluation cycle. For *non-tenured* personnel, the cycle is *annual*; for *tenured* personnel, the cycle may be *annual, two years, or three years* depending on the option of the local school system. The activities are those undertaken for specific definition items as shown on the Professional Development Plan. Dependent upon the objectives and activities, the same definition item may be addressed more than once.

**Indicator 7.1 Definition Items  
Addressed in PDP**

	PDP Score			
	1	2	3	4
_____				
_____				
_____				
_____				
_____				
_____				
_____				
_____				
_____				

**Indicator 7.2 Definition Items  
Addressed in PDP**

	PDP Score			
	1	2	3	4
_____				
_____				
_____				
_____				
_____				
_____				
_____				
_____				
_____				

COMPETENCIES Indicators	Instruments				
	SI	SRF	P	PDP	
<b>7.0 PROFESSIONAL DEVELOPMENT AND LEADERSHIP</b>					
7.1 Improves Professional Knowledge and Skills					
7.2 Takes a Leadership Role in Improving Education					
<b>Competency Documentation:</b>		<b>COMPETENCY SCORE: 1 2 3 4</b>			

COMPETENCIES Indicators	Instruments			
	SI	SRF	P	PDP
<b>8.0 PERFORMANCE OF PROFESSIONAL RESPONSIBILITIES</b>				
8.1 Completes Job Requirements According to Established Timelines				
8.2 Adheres to Written Local/State Board Policies & Federal Laws/Regulations				
8.3 Exhibits Professionalism with Peers, Administrators, Parents/Guardians				
8.4 Promotes Cooperation with Parents/Guardians and Between School and Community				
<b>Competency Documentation:</b>	<b>COMPETENCY SCORE:</b> <b>1</b> <b>2</b> <b>3</b> <b>4</b>			

Mark no more than three Competencies and a limited number of Indicators identified for the focus of a Professional Development Plan for the next school year(s):

COMPETENCY	1	2	3	4	5	6	7	8
Indicator								
1								
2								
3								
4								
5								

**Complete this section only if the local education agency has a local Board of Education approved summative evaluation component:**

**Composite Competency Score** (summative purposes only, which requires local board approval):

Total of all competency scores

Psychologist/Psychometrist has met summative performance standard:

 Yes

 No

Educator's Signature: \_\_\_\_\_ Evaluator's Signature: \_\_\_\_\_

Other Data Collectors' Signatures: \_\_\_\_\_

**NOTE:** Signature indicates that information from other instruments has been shared and evaluation results have been discussed.