



Miami-Dade County Public Schools

**INSTRUCTIONAL PERFORMANCE EVALUATION AND GROWTH SYSTEM
OBSERVATION OF STANDARDS FORM-STUDENT SERVICES PROFESSIONAL**

Professional: _____ **Employee No.** _____ **Worksite:** _____

Contract Status: Annual 1 Annual 2 Annual 3 Annual ____ Professional Service Continuing

Observation: 1 2 3 4 5 _____ **Interim Teacher Incumbent** Yes No

Grade/Subject Observed: _____ **Date:** _____ **Time: From** _____ **To** _____

Assessors use this form to document the required annual formal observation of the professional. The form may also be used to document a targeted performance standard, in which case "NA" is noted for the other standards. Evidence may be positive and/or negative examples. (For further explanation in completing of this form, refer to page 20 in the IPEGS Student Services Professional Handbook.)

PERFORMANCE STANDARD 1: LEARNER PROGRESS
The work of the student services professional results in acceptable and measurable learner or program progress based on established standards, district goals, school goals, and/or the professional's goals.

NA

PERFORMANCE STANDARD 2: KNOWLEDGE OF LEARNERS
The student services professional identifies and addresses the needs of the target learning community by demonstrating respect for individual differences, and understanding of cultures, backgrounds, and learning styles.

NA

PERFORMANCE STANDARD 3: PROGRAM MANAGEMENT
The student services professional plans, organizes, and manages programs and/or services to meet the diverse needs of all learners.

NA

PERFORMANCE STANDARD 4: PROGRAM DELIVERY
The student services professional uses knowledge of subject/content/field/technology to implement services for learners and the learning community consistent with established standards and guidelines.

NA

PERFORMANCE STANDARD 5: ASSESSMENT
The student services professional gathers, analyzes, and uses data (including FCAT state assessment data, if applicable) to measure and guide learner or program progress, and to provide timely feedback.

NA

PERFORMANCE STANDARD 6: COMMUNICATION
The student services professional communicates effectively with learners, their parents or families, staff, and other members of the learning community and advocates for learners.

NA

PERFORMANCE STANDARD 7: PROFESSIONALISM
The student services professional demonstrates behavior consistent with legal, ethical, and professional standards and engages in continuous professional growth.

NA

Comments/Specific Suggestions

If applicable complete this section by marking the appropriate boxes.

Deficiencies noted in the following performance standard(s). 1 2 3 4 5 6 7

Assessor Action: Support Dialogue Improvement Plan

Signatures acknowledge the occurrence of the post-observation meeting and receipt of a copy of the observation form by the professional.

Assessor's Signature _____ Date _____

Professional's Signature _____ Date _____