



Miami-Dade County Public Schools

INSTRUCTIONAL PERFORMANCE EVALUATION AND GROWTH SYSTEM
OBSERVATION OF STANDARDS FORM-INSTRUCTIONAL SUPPORT 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 Instructional Support Professional Handbook.)

PERFORMANCE STANDARD 1: LEARNER PROGRESS
The work of the instructional support 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 checkbox

PERFORMANCE STANDARD 2: KNOWLEDGE OF LEARNERS
The instructional support 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 checkbox

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

NA checkbox

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

NA checkbox

PERFORMANCE STANDARD 5: ASSESSMENT
The instructional support 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 checkbox

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

NA checkbox

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

NA checkbox

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