

Pre-Evaluation Assessment Worksheet – Speech & Language

Framework for Professional Practice

Both the Speech Pathologist and the administrator will reflect on the SLP’s performance in all domains of the Framework for Professional Practice using the Pre-Evaluation Assessment Worksheet.

Carefully reflect on your SLP’s performance in all four domains of the Framework for Professional Practice. Complete this Pre-Evaluation using the rubrics of the Framework to assess your level of performance in each of the elements by marking I, ME, E, or HE or in a manner that is most meaningful.

This collaborative discussion will be used to establish goals for the Individual Development Plan (Track I for probationary teachers and teachers in the third year evaluation cycle) or Professional Growth Plan (Track II for tenured teachers).

SLP: _____ Administrator: _____ Date: _____

Key: I-Ineffective ME-Minimal Effective E-Effective HE-Highly Effective

FRAMEWORK FOR PROFESSIONAL PRACTICE – FOUR DOMAINS	I	ME	E	HE
Domain One: Planning and Preparation				
1a. Demonstrating knowledge and skill in the specialist therapy area; holding the relevant certificate or license				
1b. Establishing goals for the therapy program appropriate to the setting and the students served				
1c. Demonstrating knowledge of district, state, and federal regulations and guidelines				
1d. Demonstrating knowledge of resources both within and beyond the school and district				
1e. Formulating a diagnostic plan for the therapy services to meet the needs of students in a school-based program				
1f. Developing a plan to revise the therapy program in order to meet the needs of students in a school-based program				
Domain Two: The Environment	I	ME	E	HE
2a. Establishing rapport with students				
2b. Utilizing time effectively				
2c. Managing therapy procedures including instructional groups, materials/supplies and transitions.				
2d. Establishing standards of conduct in the treatment center				
2e. Organizing physical space for testing of students and providing therapy				
Domain Three: Delivery of Service	I	ME	E	HE
3a. Responding to referrals and evaluating student needs				
3b. Developing and implementing goals and treatment plans to maximize students’ success				
3c. Engaging students in therapeutic services				
3d. Collecting information; writing reports				
3e. Demonstrating flexibility and responsiveness				

Domain Four: Professional Responsibilities	I	ME	E	HE
4a. Reflecting on practice				
4b. Maintaining an effective data management system				
4c. Communicating with parents, staff and administrators				
4d. Participating in professional community				
4e. Growing and developing professionally				
4f. Showing professionalism, including integrity, advocacy, and maintaining confidentiality				

Adapted from Enhancing Professional Practice: A Framework for Teaching by Charlotte Danielson, 1996

Pre-Evaluation Worksheet Summary: To be completed during pre-evaluation conference.

Noted Areas of Strength	Possible Areas of Growth	Suggested Growth Areas for Goal Setting