**APPENDIX 7-B Evaluation Criteria & Indicators – Certificated Support Personnel**

1. Knowledge and Scholarship in Special Field – Each certificated support person demonstrates a depth and breadth of knowledge of theory and content in the special field. He/she demonstrates an understanding of and knowledge about common school education and the educational milieu, grades K-12, and demonstrates the ability to integrate the area of specialty into the total school milieu.
2. Specialized Skills – Each certificated support person demonstrates, in his or her performance, a competent level of skill and knowledge in designing and conducting specialized programs of prevention, instruction, remediation and evaluation.
3. Management of Special and Technical Environment – Each certificated support person demonstrates an acceptable level of performance in managing and organizing the special materials, equipment and environment essential to the specialized programs.
4. The Support Person as a Professional – Each certificated support person demonstrates an awareness of his or her limitations and strengths and demonstrates continued professional growth.
5. Involvement in Assisting Pupils, Parents and Educational Personnel – Each certificated support person demonstrates an acceptable level of performance in offering specialized assistance in identifying those needing specialized programs.
6. Interest in Teaching Pupils –
7. Makes appropriate use of information in cumulative and other school records.
8. Complies with the provisions of Individual Education Plans (IEP) and Section 504 plans.
9. Participates in student intervention processes, e.g., Section 504, Individual Education Plan (IEP), Care Team, etc.
10. Professional Relationships – The certificated teacher relates in a professional manner to students, parents, volunteers, and educational personnel.
	1. Addresses conflict or disagreement at the lowest possible level when it is safe.
	2. Communicates respectfully even when disagreements, objections, and/or complaints occur.