

SCHOOL DISTRICT OF GADSDEN COUNTY

EDUCATIONAL PARAPROFESSIONAL – PARENT LIAISON

PERFORMANCE APPRAISAL

Name \_\_\_\_\_ Position \_\_\_\_\_

School / Dept. \_\_\_\_\_ School Year \_\_\_\_\_

I. PLANNING / PREPARATION

Category Definitions

- \*(1) Assist the school in facilitating and coordinating workshops, providing resources, and materials for parents.
\*(2) Develop partnerships with local businesses and service groups to advance student learning by involving community members in school volunteer programs.
\*(3) Develop a Parent Guide/Handbook containing pertinent phone numbers, contact persons, and other resources.
\*(4) Assist with the establishment of schools as community resource centers.
\*(5) Work with community partners to hold special events such as health fairs, technology night, or other learning opportunities to inform parents and families of community resources and services.
\*(6) Assist the teachers in preparing for changing curriculum to meet the needs of students with diverse cultural and socio-economic backgrounds, learning styles, and special needs.

Source Code (circle choices)

- A. Behavioral Event Interview B. Direct Documentation C. Indirect Documentation D. Training Programs Competency Acquisition E. Evaluatee Provided F. Confirmed Observation

Rating Code (circle one)

- Unsatisfactory Needs Improvement Effective Very Effective Outstanding

**2. ADMINISTRATIVE/ MANAGEMENT**

**Category Definitions**

- \* (7) Manage time efficiently.
- \* (8) Assist in maintaining the security of records, materials, and equipment.
- \* (9) Maintain a clean and orderly environment for parents/students.
- \* (10) Monitor, evaluate, and conduct periodic surveys of parent participation and involvement in the educational process.
- \* (11) Assist in evaluating program effectiveness; seek and suggest ways of continuous improvement.
- \* (12) Assist teachers in communicating with parents through home visits if needed and written communication.
- \* (13) Maintain the school “Parent Resource Room” to include accessible parent/family information to support parents and families with training, resources, and materials.
- \* (14) Assist teachers in developing family kits built around relevant themes with games, videos, conversation starters, or other tools for parents to interact with their children on a specific topic.

**Source Code** (circle choices)

- |                                      |                                |                                  |  |                              |                                 |
|--------------------------------------|--------------------------------|----------------------------------|--|------------------------------|---------------------------------|
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|--------------------------------------|--------------------------------|----------------------------------|--|------------------------------|---------------------------------|

**Rating Code** (circle one)

- |                       |                          |                  |                       |                    |
|-----------------------|--------------------------|------------------|-----------------------|--------------------|
| <b>Unsatisfactory</b> | <b>Needs Improvement</b> | <b>Effective</b> | <b>Very Effective</b> | <b>Outstanding</b> |
|-----------------------|--------------------------|------------------|-----------------------|--------------------|

**3. INTERVENTION / DIRECT SERVICES**

**Category Definitions**

- \* (15) Assist students with personal hygiene, health and safety issues, or grooming if required.
- \* (16) Perform assigned clerical and bookkeeping duties.
- \* (17) Prepare and maintain requested/required reports and records.
- \* (18) Serve as liaison for parents between the school, community, and district office.
- \* (19) Assist schools’ advisory councils, school improvement teams, special programs, (ESOL, PreK), and parent-teacher organizations (PTSO) in the planning and cosponsoring of parent meetings to provide support, and to help parents gain knowledge about education policies, materials and resources.
- \* (20) Organize an easy, accessible program for utilizing parent volunteers, providing ample training on volunteer procedures and school protocol. Educate and assist staff members in creating an inviting climate and effectively utilizing volunteer resources.

**Source Code** (circle choices)

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|-----------------------|--------------------------|------------------|-----------------------|--------------------|

**4. COLLABORATION**

**Category Definitions**

- \* (21) Work closely with teacher(s) and parents.
- \* (22) Assist in maintaining positive relationships between the school and parents.
- \* (23) Demonstrate support for teamwork.
- \* (24) Communicate effectively orally and in writing.
- \* (25) Collaborate with peers to create quality instructional environment.

**Source Code** (circle choices)

- |                                      |                                |                                  |  |                              |                                 |
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|-----------------------|--------------------------|------------------|-----------------------|--------------------|

**5. STAFF DEVELOPMENT**

**Category Definitions**

- \* (26) Participate in training programs and inservice.
- \* (27) Assist peers in acquiring knowledge and understanding of particular area of responsibility.

**Source Code** (circle choices)

- |                                      |                                |                                  |  |                              |                                 |
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|-----------------------|--------------------------|------------------|-----------------------|--------------------|

**6. PROFESSIONAL RESPONSIBILITIES**

**Category Definitions**

- \* (28) Maintain confidentiality regarding student information.
- \* (29) Use effective, positive interpersonal skills.
- \* (30) Demonstrate integrity through ethical behavior.
- \* (31) Perform job responsibilities in a timely and consistent manner.
- \* (32) Recognize and remain sensitive to the individual needs and differences of students and adjust service delivery accordingly.
- \* (33) Exhibit attention to punctuality, attendance and thoroughness.
- (34) Perform other duties as assigned.

**Source Code** (circle choices)

- |                                      |                                |                                  |  |                              |                                 |
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|-----------------------|--------------------------|------------------|-----------------------|--------------------|

**7. STUDENT GROWTH / ACHIEVEMENT**

**Control Dimension**

- \* (35) Ensure that actions contribute to continuous growth and achievement appropriate for age group, subject area and / or student program classification being served.

(Special Note)

**An effective or higher rating is required in this job context category in order to be eligible for an overall effective or higher rating.**

**Source Code** (circle choices)

- |                                      |                                |                                  |  |                              |                                 |
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|-----------------------|--------------------------|------------------|-----------------------|--------------------|

**OVERALL RATING: (enter total scores)**

Input from parents and teachers was collected and analyzed in preparation of this report.

**Unsatisfactory** \_\_\_\_\_ **Needs Improvement** \_\_\_\_\_ **Effective** \_\_\_\_\_ **Very Effective** \_\_\_\_\_ **Outstanding** \_\_\_\_\_

**Comments of the Evaluatee:**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

This evaluation has been discussed with me: Yes \_\_\_\_\_ No \_\_\_\_\_

\_\_\_\_\_  
**Signature of Evaluatee**

\_\_\_\_\_  
**Date**

**Comments of the Evaluator:**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
**Signature of Evaluator**

\_\_\_\_\_  
**Date**