

East Alton School District #13

SLP Evaluation Rubric

Domain 1 for Speech Language Pathologists: Planning and Preparation				
Component	Level of Performance			
	Unsatisfactory	Needs Improvement	Proficient	Excellent
1a: Demonstrating knowledge and skill in the specialist therapy area; holding the relevant certificate or license	Specialist demonstrates little or no knowledge and skill in the therapy area; does not hold the necessary certificate or license.	Specialist demonstrates basic knowledge and skill in the therapy area; holds the necessary certificate or license.	Specialist demonstrates thorough knowledge and skill in the therapy area; hold the necessary certificate or license.	Specialist demonstrates extensive knowledge and skill in the therapy area; holds an advanced certificate or license.
1b: Establishing goals for the therapy program appropriate to the setting and the students served	Specialist has no clear goals for the therapy program, or they are inappropriate to the disabilities of the students.	Specialist's goals for the therapy program are rudimentary and are partially appropriate to the disabilities of the students.	Specialist's goals for the therapy program are clear and appropriate to the disabilities of the students.	Specialist's goals for the therapy program are highly appropriate to the disabilities of the students and have been developed following consultations with staff when appropriate.
1c: Demonstrating knowledge of district, state, and federal regulations and guidelines provided to the SLP	Specialist demonstrates little or no knowledge of special education laws and procedures provided to the SLP.	Specialist demonstrates basic knowledge of special education laws and procedures provided to the SLP.	Specialist demonstrates thorough knowledge of special education laws and procedures provided to the SLP.	Specialist's knowledge of special education laws and procedures provided to the SLP is extensive; specialist takes a leadership role in reviewing and revising district policies.
1d: Demonstrating knowledge of resources, both within and beyond the school and district	Specialist demonstrates little or no knowledge of resources for students available through the school or district.	Specialist demonstrates basic knowledge of resources for students available through the school or district.	Specialist demonstrates thorough knowledge of resources for students available through the school or district and some familiarity with resources outside the district.	Specialist demonstrates extensive knowledge of resources for students available through the school or district and in the larger community.

<p>1e: Planning the therapy to meet the needs of individual students and to support them within the broader educational program.</p>	<p>Specialist's therapy consists of a random collection of unrelated activities, lacking coherence or an overall structure.</p>	<p>Specialist's therapy has a guiding principle and includes a number of worthwhile activities, but some of them don't fit with the intervention plan or IEP goals.</p>	<p>Specialist's therapy has the important aspects of the intervention plan or IEP goals.</p>	<p>Specialist's therapy is highly coherent and serves to support students individually by including the important aspects of the intervention plan or IEP goals, within the broader educational program.</p>
<p>1f: Developing a plan to evaluate therapy</p>	<p>Specialist has no plan to evaluate therapy or resists suggestions that such an evaluation is important.</p>	<p>Specialist has a rudimentary plan to evaluate therapy.</p>	<p>Specialist's plan to evaluate therapy is organized around clear goals and the collection of evidence to indicate the degree to which the goals have been met.</p>	<p>Specialist's evaluation plan is highly sophisticated, with imaginative sources of evidence and a clear path toward improving therapy on an ongoing basis.</p>

Domain 2 for Speech Language Pathologists: The Environment				
Component	Level of Performance			
	Unsatisfactory	Needs Improvement	Proficient	Excellent
2a: Establishing rapport with students	Specialist's interactions with students are negative or inappropriate; students appear uncomfortable in the therapy environment.	Specialist's interactions are a mix of positive and negative; the specialist's efforts at developing rapport are partially successful.	Specialist's interactions with students are positive and respectful; students appear comfortable in the therapy environment.	Students have a high degree of comfort and trust in the relationship.
2b: Organizing time effectively	Specialist's exercised poor judgment in setting priorities, resulting in confusion, missed deadlines, and conflicting schedules.	Specialist's time-management skills are moderately well developed; essential activities are carried out, but not always in the most efficient manner.	Specialist exercises good judgment in setting priorities, resulting in clear schedule and important work being accomplished in an efficient manner.	Specialist demonstrates excellent time-management skills, accomplishing all tasks in a seamless manner and effectively communicates relevant schedule information to students and staff.
2c: Establishing and maintaining clear procedures for referrals	No procedures for referrals have been established; when teachers want to refer a student for special services, they are not sure how to go about it.	Specialist has established procedures for referrals, but the details are not always clear.	Procedures for referrals and for meeting and with all stakeholders are clear to everyone.	Procedures for all aspects of referral and testing are clear to everyone and have been communicated to staff.
2d: Establishing standards of conduct in the therapy environment	No standards of conduct have been established, and specialist disregards or fails to address negative student behavior during evaluation or treatment.	Standards of conduct appear to have been established for the therapy environment. Specialist's attempts to monitor and correct negative student behavior during evaluation and treatment are partially successful.	Standards of conduct have been established for the therapy environment. Specialist monitors student behavior against those standards; response to students is appropriate and respectful.	Standards of conduct have been established for the therapy environment. Specialist's monitoring of students is subtle and preventive, and students engage in self-monitoring of behavior.
2e: Organizing physical space for testing of students and providing therapy	The therapy environment is disorganized and poorly suited to working with students. Materials are difficult to find when needed.	The therapy environment is moderately well organized and moderately well suited to working with students. Materials are usually available.	The therapy environment is well organized, materials are available when needed.	They therapy environment is highly organized and is inviting to students. Materials are convenient when needed.

Domain 3 for Speech Language Pathologists: Delivery of Service				
Component	Level of Performance			
	Unsatisfactory	Needs Improvement	Proficient	Excellent
3a: Responding to referrals and evaluating student needs.	Specialist fails to respond to referrals or make hasty assessments of student needs.	Specialist responds to referrals when pressed and makes adequate assessments of student needs.	Specialist responds to referrals and makes thorough assessments of student needs.	Specialist is proactive in responding to referrals and makes highly competent assessments of student needs.
3b: Developing and implementing treatment plan to maximize students' success.	Specialist fails to develop treatment plans suitable for students, or plans are mismatched with the finding of assessments.	Specialist's plans for students are partially suitable for them or sporadically aligned with identified needs.	Specialist's plans for students are suitable for them and are aligned with identified needs.	Specialist develops comprehensive plans for students, finding ways to creatively meet student needs and incorporate many related elements.
3c: Communicating with families.	Specialist fails to communicate with families and secure necessary permission for evaluations or communicates in an insensitive manner.	Specialist's communication with families is partially successful; permissions are obtained, but there are occasional insensitivities to cultural and linguistic traditions.	Specialist communicates with families and secures necessary permission for evaluations, doing so in a manner sensitive to cultural and linguistic traditions.	Specialist secures necessary permissions and regularly communicates with families in a highly sensitive manner.
3d: Collecting information; writing intervention plans and IEPs.	Specialist neglects to collect important information on which to base treatment plans; intervention plans and IEPs are inaccurate or unclear.	Specialist collects most of the important information on which to base treatment plans; intervention plans and IEPs are accurate but lacking in clarity.	Specialist collects all the important information on which to base treatment plans; intervention plans and IEPs are accurate and clear.	Specialist is proactive in collecting important information, consulting with teachers and parents if necessary; intervention plans and IEPs are accurate and clearly written.
3e: Demonstrating flexibility and responsiveness	Specialist adheres to the plan or program, in spite of evidence of its inadequacy.	Specialist makes modest changes in treatment when confronted with evidence of the need for change.	Specialist makes revisions in treatment when they are needed.	Specialist is continually seeking ways to improve treatment and makes changes as appropriate in response to student, parent, or teacher input.

Domain 4 for Speech Language Pathologists: Professional Responsibilities				
Component	Level of Performance			
	Unsatisfactory	Needs Improvement	Proficient	Excellent
4a: Reflecting on practice	Specialist does not reflect on practice, or the reflections are inaccurate or self-serving.	Specialist's reflection on practice is moderately accurate and objective without citing specific examples, and with only global suggestions as to how it might be improved.	Specialist's reflection provides an accurate and objective description of practice, citing specific positive and negative characteristics. Specialist makes some specific suggestions as to how the therapy program might be improved.	Specialist's reflection is highly accurate and perceptive, citing specific examples that were not fully successful for at least some students. Specialist draws on an extensive repertoire to suggest alternative strategies.
4b: Collaborating with teachers and administrators	Specialist is not available to staff for questions and planning.	Specialist is available to staff for questions and planning.	Specialist initiates contact with teachers and administrators to confer regarding individual cases, when needed.	Specialist seeks out teachers and administrators to confer regarding cases, soliciting their perspectives on individual students, when needed.
4c: Maintaining effective student performance data	Student performance data is either nonexistent or in disarray; it cannot be used to monitor student progress or to adjust treatment when needed.	Specialist uses student performance data for monitoring student progress and occasionally uses it to adjust treatment when needed.	Specialist uses student performance data for monitoring student progress and uses it to adjust treatment when needed.	Specialist uses student performance data for monitoring student progress and uses it to adjust treatment when needed. Specialist uses the student performance data to communicate with teachers and parents.

4d: Participating in a professional community	Specialist's relationships with colleagues are negative or self-serving, and specialist avoids being involved in school and district events and projects.	Specialist's relationships with colleagues are cordial, and specialist participates in school and district events and projects when specifically asked to do so.	Specialist participates actively in school and district events and projects and maintains positive and productive relationships with colleagues.	Specialist makes a substantial contribution to school and district events and projects and assumes a leadership role with colleagues.
4e: Engaging in professional development	Specialist does not participate in professional development activities, even when such activities are clearly needed for the development of skills.	Specialist's participation in professional development activities is limited to those that are convenient or are required,	Specialist seeks out opportunities for professional development based on an individual assessment of need.	Specialist actively pursuers professional development opportunities and makes a substantial contribution to the profession through such activities such as sharing information with colleagues.
4f: Showing professionalism including integrity, advocacy, and maintaining confidentiality	Specialist displays dishonesty in interactions with colleagues, students, and the public and violates principles of confidentiality.	Specialist is honest in interactions with colleagues, students, and the public, plays a moderate advocacy role for students, and does not violate norms of confidentiality.	Specialist displays high standards of honesty, integrity, and confidentiality in interactions with colleagues, students, and the public and advocates for students when needed.	Specialist can be counted on to hold the highest standards of honesty, integrity, and confidentiality and to advocate for students, taking a leadership role with colleagues.