

**POSITIVE BEHAVIOR INTERVENTIONS AND SUPPORT LIAISON
Summative Appraisal Form**

Name _____

School Location _____

Appraisal Period: From _____ to _____

Date of Review _____

Directions

The following statements describe the employee who achieves success. Based on cumulative performance information, the evaluator estimates the employee's effectiveness in meeting each criterion. Rate each criterion using the scale below that most closely describes the employee's attainment of that criterion. For each domain, a comment area is provided for general statements and/or recommendations.

Rating Scale

- | | | |
|----------|------------------------------|--|
| 5 | Clearly Outstanding: | Performance is consistently far superior to what is normally expected. |
| 4 | Exceeds Expectations: | Performance demonstrates increased proficiency and is consistently above expectations. |
| 3 | Meets Expectations: | Performance meets expectations and presents no significant problems. |
| 2 | Below Expectations: | Performance is consistently below expectations and significant problems exist. |
| 1 | Unsatisfactory: | Performance is consistently unacceptable. |
| 0 | Not Applicable | |

JOB PERFORMANCE STATEMENTS

General Duties

- ____1. Provides individual and group guidance and problem solving techniques to students returning to the campus from the Student Service Guidance learning center.
- ____2. Reviews discipline documentation, creates action plan and follows up with students to ensure effective transition from SGLC to the campus of origin.
- ____3. Provides behavioral intervention to students who are at risk of being sent to SGLC. These would include students that have a high rate of class referrals and ISS.
- ____4. Behavioral intervention would include positive social skills and interaction among students.
- ____5. Provides students with positive strategies of conflict resolution.
- ____6. Helps students develop and advance personal self- control, self-motivation, and self-esteem.
- ____7. Collaborates with parents, teachers, school/district staff to help students resolve personal, emotional and social problems that interfere with their adjustment to school and their ability to enjoy the benefits of the educational process.
- ____8. Provides a solution focused restorative approach with at –risk students.
- ____9. Encourages peer support and enhances social development of students developing the ability to accept responsibility for their actions, resolve conflicts and develop decision-making skills and handle crisis.
- ____10. Selects and implements methods of behavior support and interventions appropriate for students with significant behavior issues.

- ___11. Provides in-class support for teachers and students.
- ___12. Provides crisis intervention and preventive support to students and their families as needed.
- ___13. Uses Arise Program life skills curriculum. This curriculum helps improve communication and interpersonal skills, while also providing tools to manage anger and stress.
- ___14. Uses Navigate 360 - a comprehensive curriculum for student character development that empowers students with lessons that are sequenced and delivered in a modern eLearning format.

COMMENTS: _____

Other

- ___15. Compiles, maintains, and files all physical and computerized reports, records, and other required documents.
- ___16. Complies with all District and campus routines and regulations.
- ___17. Participates in professional learning activities to improve skills related to job assignment.
- ___18. Effectively communicates with colleagues, students, and parents.

COMMENTS: _____

What strengths does _____ possess?

What are some improvements _____ can make to ensure a higher degree of success for students on this campus/department?

Summative Conference Comments:

Recommendation of Evaluator: I have read and received a copy of this evaluation. I have reviewed this instrument.

____ Renewal and/or Extension of Assignment

____ Non-renewal of Assignment

____ Termination of Assignment

____ Non-extension of Assignment

Administrator (Print Name)

Date

Administrator's Signature

Date

Employee's Signature

Date