

ADDENDUM J

MADERA UNIFIED SCHOOL DISTRICT Primary Literacy Site Specialist Evaluation Document *(Based on IRA Standards for Reading Specialists)*

Name _____ School Site _____

Evaluating Supervisor _____ School Year _____

Employee Status: ___ Temporary ___ Probationary 1 ___ Probationary 2 ___ Permanent Other _____

PERFORMANCE STANDARD RATINGS

S= Satisfactory, meets standard

N= Needs Improvement

U= Unsatisfactory practice that does not meet standard expectation

*All “Needs Improvement” and “Unsatisfactory” ratings MUST include evidence as well as recommendations

A. Curriculum and INSTRUCTION	S	N	U	<i>Comments/Evidence/Recommendations</i>
Develops and implements the curriculum to meet the specific needs of students who struggle with reading	_____	_____	_____	
Supports teachers (and other personnel) in design, implementation, and evaluation of the reading and writing curriculum for all students	_____	_____	_____	
Uses instructional approaches supported by literature and research for the following areas: concepts about print, phonemic awareness, phonics, vocabulary, critical thinking, fluency, and writing	_____	_____	_____	
Leads collaborative school efforts to evaluate, select, and use a variety of instructional materials to meet the specific needs and abilities of all learners	_____	_____	_____	

B. ASSESSMENT and EVALUATION	S	N	U	<i>Comments/Evidence/Recommendations</i>
Administers and interprets appropriate assessments for students, especially those who struggle with reading and writing	_____	_____	_____	
Collaborates with and provides support to all teachers in the analysis of data, using the assessment results of all students	_____	_____	_____	
Analyzes and uses assessment data to examine the effectiveness of specific intervention practices and students' responses to instruction	_____	_____	_____	
C. DIVERSITY				
Assists teachers in developing reading and writing instruction that is responsive to diversity	_____	_____	_____	
Provides differentiated instruction and instructional materials, including traditional print, digital, and online resources that specialize in diversity	_____	_____	_____	
Provides classroom and small group demonstrations in reading and writing strategies and lessons for real purposes in daily interactions with students and education professionals	_____	_____	_____	
D. LITERATE ENVIRONMENT				
Creates effective routines for all students, especially those who struggle in reading and writing	_____	_____	_____	
Uses evidence-based grouping practices to meet the needs of all students, especially those who struggle in reading and writing	_____	_____	_____	
E. PROFESSIONAL LEARNING and LEADERSHIP				
Uses knowledge of students and teachers to provide effective professional development opportunities	_____	_____	_____	
Collaborates in planning, leading, and evaluating professional development activities for individuals and groups of teachers	_____	_____	_____	

Evaluator's Summary Comments

Commendations

Primary Literacy Site Specialists who receive 3 or more "Unsatisfactory" ratings will be subject to placement to a K-6 classroom in accordance to the Collective Bargaining Agreement's Transfer and Reassignment procedures.

Future Status:

Temporary and Probationary Teachers: _____ Recommended for rehire _____ Not recommended for rehire

Permanent Teachers: _____ Recommended to continue as a Primary Literacy Site Specialist

_____ Recommended to placement in a K-6 classroom

Employee's Comments *(Employee may also attach comments to this evaluation.)*

_____ Check here if additional statement is attached by employee

I have read and received a copy of this evaluation. I have had an opportunity to discuss these ratings of this evaluation with my evaluator. My signature does not constitute endorsement of this document.

Employee's Signature

Date

Employee's Signature

Date