



Final Evaluation Report: Speech-Language Pathologist

Professional Growth System
Office of Human Resources and Development
45 West Gude Drive, Suite 2100, Rockville, Maryland 20850
MONTGOMERY COUNTY PUBLIC SCHOOLS

MCPS Form 425-43
April 2012

INSTRUCTIONS: Evaluators complete a narrative description based on the following performance standards. The description includes therapy observations, observations of assessments and participation in parent and team meetings; review of files, therapy logs, and assessment reports; review of professional growth plans and implementation results; and any other documents collected by the evaluator and/or the speech language pathologist during the full length of the cycle.

Speech-Language Pathologist _____

Employee Number _____ Years of MCPS Experience _____

Principal/Supervisor _____

School(s) _____

- Type: First-year Probationary with CT without CT
- Second-year Probationary
- Special Evaluation
- Tenured (3-year cycle)
- Tenured (4-year cycle)
- Tenured (5-year cycle)

Performance Standards:

- I. Speech-language pathologists are committed to students and their learning
- II. Speech-language pathologists know about communication theories and therapeutic techniques, and apply them to facilitate student learning
- III. Speech-language pathologists contribute to the establishment and maintenance of a positive environment in which students can develop their communication skills
- IV. Speech-language pathologists continually assess student progress, analyze the data, and develop intervention strategies to improve student communication skills
- V. Speech-language pathologists are committed to continuous improvement and professional development
- VI. Speech-language pathologists exhibit a high degree of professionalism

Dates of Observations _____

Dates of Conferences _____

Final Rating Meets Standard Below Standard

Evaluator's Signature _____ Date _____

Principal's/Supervisor's Signature _____ Date _____

Speech-Language Pathologist's Signature _____ Date _____

(Speech-Language Pathologist's signature indicates that speech-language pathologist has read and reviewed the final evaluation, not necessarily that the speech-language pathologist concurs with the contents. Speech-language pathologist may choose to attach comments.)