

Natomas Unified School District

Psychologist Evaluation

Name: _____

School Sites: _____

Evaluators: _____

Pre-observation meeting / discuss goals and objectives for the year: _____ (date)

Date and time for observation (total at least 30 minutes): _____ (date)

What will observer see on that date? _____

Observation of entire IEP where the psychologist is presenting a case: _____ (date)

Observation of SST meeting where the psychologist is a member: _____ (date)

*If a "Needs Improvement" is marked, observed examples must be quoted.

STANDARD 1: ASSESSMENT

Plans and Conducts Psycho-Educational Assessments.	Not consistent with Standard Expectations	Developing practice	Applying Practice	Accomplish practice that exemplifies standards
1. Planning and carrying out individual evaluations (initials, reviews, 3 year reevaluations etc)				
2. Writing Evaluation reports describing the results of the assessment.				
3. Communicating evaluation findings to school personnel, parents and student (if appropriate).				
4. Accurate and timely completion of written reports (60 days or less from the time the permission to assess is obtained unless circumstances beyond the control of the psychologist exists).				
5. Serves as a professional member of site, district and/or SELPA meetings.				

	Unsatisfactory	Needs Improvement	Satisfactory
OVERALL RATING FOR STANDARD 1			

In reference to element(s), what evidence or practices can be noted? _____

STANDARD 2: CONSULTATION OR COUNSELING SERVICES

Provides Consultation and or Counseling Services	Not consistent with Standard Expectations	Developing Practice	Applying Practice	Accomplish practice that exemplifies standards
1. Consults with staff and parents and school personnel on student evaluation, placement and behavioral concerns.				
2. Counsel and consult with students, teachers, and parents in regard to student problems which adversely affect their educational development				
3. Review cases referred for Student Study Team interventions and providing recommendation.				

	Unsatisfactory	Needs Improvement	Satisfactory
OVERALL RATING FOR STANDARD 2			

In reference to element(s), what evidence or practices can be noted? _____

STANDARD 3: PROFESSIONAL DEVELOPMENT

Develops as a School Psychologist	Not consistent with Standard Expectations	Developing practice	Applying Practice	Accomplish practice that exemplifies standards
1. Establishes goals, plans professional development, and pursues opportunities to grow professionally.				
2. Demonstrates a regular and ongoing effort to remain current in knowledge regarding issues and practices related to psychological services and Special Education.				
3. Works with colleagues to improve professional practice.				

	Needs Improvement	Satisfactory	Commendable
OVERALL RATING FOR STANDARD 3			

In reference to element(s), what evidence or practices can be noted? _____

STANDARD 4: INTERVENTION

Problem Resolution/Crisis Interventions	Not consistent with Standard Expectations	Developing practice	Applying Practice	Accomplish practice that exemplifies standards
1. Serves as a resource for staff and students on issues related to the provision of special education services				
2. Works directly with students or families.				
3. Can direct families to community resources such as counseling social skills training, behavior management and other interventions.				
4. Active member of school teams in emergency and crisis situations.				

	Needs Improvement	Satisfactory	Commendable
OVERALL RATING FOR STANDARD 4			

In reference to element(s), what evidence or practices can be noted? _____

STANDARD 5: STAFF SERVICES

Professional Participation and Staff Services	Not consistent with Standard Expectations	Developing practice	Applying Practice	Accomplish practice that exemplifies standards
1. Serves as a professional member of IEP meetings.				
2. Participation in District psychologist meetings, Special Education meetings, staff development, and other related site meetings including SST as appropriate.				

	Needs Improvement	Satisfactory	Commendable
OVERALL RATING FOR STANDARD 5			

In reference to element(s), what evidence or practices can be noted? _____

Unsatisfactory	Needs Improvement	Satisfactory

Evaluation Statement: _____

Commendations/Recommendations: _____

Psychologist's Signature _____

Date _____

Evaluator's Signature _____

Date _____

NATOMAS UNIFIED SCHOOL DISTRICT
Natomas Teachers Association

Grievance Form
Formal Level – Step 1 (Site Level)
(To be completed if not satisfied with Step 0 decision)

Today's Date: _____ Work Site: _____

Employee Name: _____

NTA Contract Article III – Grievance Procedures N.1

A grievant may present the grievance to the immediate administrator within twenty days (20) after the violation, misinterpretation, or misapplication of the provisions of this agreement, after the grievant knew, or reasonably should have known, of the circumstances, which form the basis for the grievance.

Date grievance occurred (or was discovered): _____

Date of Step 0 (Informal conference with the immediate administrator): _____

1. Concise statement of the grievance:

Describe the specific grounds of your grievance including names, dates, places, and other information necessary for a complete understanding of the grievance.

2. **Specific section or sections of the agreement violated:**
List the article(s) and section(s) of the agreement, which are alleged to have been violated or misapplied.

3. **List the reason(s) why the immediate administrator=s proposed resolution to the problem is unacceptable:**

4. **List the specific action(s) you request of the public school employer to remedy your grievance.**

5. **The immediate administrator shall communicate a decision to the grievant in writing and attach it to this form within ten (10) days after receiving the formal grievance.**

Grievant's Signature: _____

Date Of Presentation: _____

Time Of Presentation: _____

Signed As Received By:
Immediate Administrator _____

NATOMAS UNIFIED SCHOOL DISTRICT
Natomas Teachers Association

Grievance Form
Formal Level – Step 2 (District Level)
(To be completed if not satisfied with Step 1 decision)

Attach copy of Step 1 form & response/decisions rendered by immediate administrator

Today's Date: _____ Work Site: _____

Employee Name: _____

NTA Contract Article III – Grievance Procedures O.1

If the grievant is not satisfied with the decision at Step 1, or if no written decision has been rendered within ten (10) days, then within ten (10) days of the receipt of the decision, or upon the termination date of the decision deadline, a written appeal on the appropriate form may be made to the Superintendent or his designee after filing with the District grievance officer (via the NTA Grievance Chair).

Date grievance occurred (or was discovered): _____

Date of Step 0 (Informal conference with the immediate administrator): _____

Date of Step 1 (Presented to immediate administrator): _____

Date Step 1 response/decision received from immediate administrator: _____

Date filed with District grievance officer (via NTA Grievance Chair): _____

1. Concise statement of the reasons for the appeal:

List the reason(s) why the immediate administrator=s proposed resolution to the problem is unacceptable.

2. The Superintendent or designee shall render a written decision and attach it to this form within ten (10) days after receiving the appeal.

Either the grievant or the Superintendent or designee may request a personal conference within the above time limits.

Grievant's Signature:
