

**STOCKTON UNIFIED SCHOOL DISTRICT**  
**2020-2021 Alternative Evaluation Instrument**

Certificated Non-Instructional Assignment (see Article 17.6)

Employee Name: \_\_\_\_\_

Evaluator Name: \_\_\_\_\_

<i>C=Commendable      S=Satisfactory      NI= Needs Improvement      N/A=Not Applicable</i>				
<b>I. KNOWLEDGE</b>	C	S	NI	N/A
1. Has a good working knowledge of programs and curriculum				
2. Demonstrates relevant implementation knowledge of Distance Learning technology				
3. Manages and analyzes student data				
4. Coordinates curricular resources				
<b>II. COMMUNICATION &amp; ENGAGEMENT</b>	C	S	NI	N/A
1. Communicates effectively orally and in writing				
2. Provides input to administration as a leadership team member				
3. Facilitates communication with a variety of stakeholders and departments				
4. Support parent involvement through coordinating (Math Night/Literacy Night)				
<b>III. SUPPORT</b>	C	S	NI	N/A
1. Supports teachers in various settings (e.g. classroom, PLCs, student meetings)				

2. Consults with/assists teachers (e.g. curriculum planning, instructional strategies, ELD instruction)				
3. Plans, implements, and/or provides reflective input on activities related to program goals and objectives (e.g. staff development)				
4. Assists teachers in becoming knowledgeable (e.g. of curriculum, ELD, programs, praxis)				
<b>IV. WORK HABITS/RELATIONSHIPS</b>	C	S	NI	N/A
1. Flexibility				
2. Dependability				
3. Ability to work without supervision				
4. Works well with others				

Final Evaluation Summary

Commendable

Satisfactory

Needs Improvement

Commendations:

Recommendations:

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\_\_\_\_\_  
Evaluator's Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Employee's Signature

\_\_\_\_\_  
Date

**The evaluation and assessment of the performance of each certificated employee shall be made on a continuing basis. The next scheduled evaluation shall occur:**

- At least every five years for personnel with permanent status who have been employed at least 10 years with the school district, are highly qualified, if those personnel occupy positions that are required to be filled by a highly qualified professional by the federal No Child Left Behind Act of 2001, and whose previous evaluation rated the employee as meeting or exceeding standards, if the evaluator and certificated employee being evaluated agree. The certificated employee or the evaluator may withdraw consent at any time.
- The District shall not evaluate the employee in the next school year. Instructional concerns will instead be addressed through coaching &/or other instructional, non-evaluative methods. *(This applies regardless of whether the employee was evaluated as Needs Improvement, Satisfactory, or Commendable.)*
- The District shall evaluate this employee again in the next school year. This option shall only be selected for employees receiving a final evaluation of 'Needs Improvement' and only when the evaluator additionally has heightened concerns about teacher performance suggesting a need for a high level of ongoing support.

\_\_\_\_\_  
Evaluator's Initials/Date

\_\_\_\_\_  
Evaluator's Employee ID #

\_\_\_\_\_  
Teacher's Initials/Date

\_\_\_\_\_  
Teacher's Employee ID #