

THE SCHOOL DISTRICT OF PHILADELPHIA

PROFESSIONAL AND TEMPORARY EMPLOYEE RATING FORM

LAST NAME OF EMPLOYEE <i>Kauffman</i>		FIRST NAME <i>Karen</i>	MIDDLE INITIAL
REGION <i>South</i>	NAME OF SCHOOL <i>Delaplaine McDaniel School</i>		
<p>SATISFACTORY</p> <p>SERVICE OF EMPLOYEE IS SUFFICIENTLY ACCEPTABLE TO JUSTIFY CONTINUED EMPLOYMENT.</p>	SIGNATURE OF RATER: <i>Darlyn L Gray</i>	DATE: <i>6-16-10</i>	
	POSITION: <i>Principal</i>		
<p>UNSATISFACTORY</p> <p>SERVICE OF EMPLOYEE IS DEFICIENT AND IMPROVEMENT IS ESSENTIAL TO JUSTIFY CONTINUANCE IN SERVICE.</p>	SIGNATURE OF RATER:	DATE:	
	POSITION:		

<p>1. PERSONALITY</p> <p><input checked="" type="checkbox"/> SATISFACTORY <input type="checkbox"/> UNSATISFACTORY</p> <ul style="list-style-type: none"> • EXERCISES PRUDENT JUDGMENT • MAINTAINS POISE AND COMPOSURE • DEMONSTRATES PROFESSIONAL ATTITUDE: IS PUNCTUAL AND CONSCIENTIOUS WITH SATISFACTORY RATE OF ATTENDANCE • MAINTAINS EFFECTIVE PROFESSIONAL AND COLLEAGIAL RELATIONSHIPS • COMMUNICATES HIGH EXPECTATIONS FOR ALL STUDENTS • DEMONSTRATES SENSITIVITY TO ALL CULTURES. 	<p>2. PREPARATION</p> <p><input checked="" type="checkbox"/> SATISFACTORY <input type="checkbox"/> UNSATISFACTORY</p> <ul style="list-style-type: none"> • KEEPS CURRENT IN SUBJECT MATTER OR FIELD • DISPLAYS AWARENESS OF CHILD GROWTH AND DEVELOPMENT/COGNITIVE THEORY • INCORPORATES DISTRICT STANDARDS • INCORPORATES PROFESSIONAL DEVELOPMENT • DEMONSTRATES AWARENESS OF SCHOOL AND COMMUNITY RESOURCES • PLANS EFFECTIVELY/WORKS FROM AN INSTRUCTIONAL PLAN.
<p>3. TECHNIQUE</p> <p><input checked="" type="checkbox"/> SATISFACTORY <input type="checkbox"/> UNSATISFACTORY</p> <ul style="list-style-type: none"> • USES A VARIETY OF PEDAGOGICALLY SOUND PROCEDURES TO HELP STUDENTS ACHIEVE ESTABLISHED ACADEMIC STANDARDS • USES TECHNOLOGY, MATERIALS AND EQUIPMENT EFFECTIVELY • RESPECTS INDIVIDUAL STUDENT DIFFERENCES • FULFILLS APPROPRIATE OBJECTIVES • COMMUNICATES REGULARLY WITH PARENTS ABOUT STUDENTS' PROGRESS • PROVIDES APPROPRIATE INSTRUCTION TO MOTIVATE, CHALLENGE AND SUPPORT EACH STUDENT. 	<p>4. PUPIL REACTION</p> <p><input checked="" type="checkbox"/> SATISFACTORY <input type="checkbox"/> UNSATISFACTORY</p> <ul style="list-style-type: none"> • SHOWS MUTUAL RESPECT • EXHIBITS BEHAVIORS CONDUCIVE TO LEARNING AND ENGAGEMENT IN SCHOOL ACTIVITIES • ACTIVELY PARTICIPATES IN LESSON/LEARNING ACTIVITIES • DEMONSTRATES ACADEMIC PROFICIENCY AT OR ABOVE APPROPRIATE LEVEL OR DEMONSTRATES PROGRESS TOWARDS SUCH PROFICIENCY.

RATING

TEMPORARY PROFESSIONAL EMPLOYEE PROFESSIONAL EMPLOYEE

I certify that the above-named employee for the period beginning 09/01/09 and ending 06/30/10
(Month / Day / Year) (Month / Day / Year)
has received a rating of:

SATISFACTORY UNSATISFACTORY

CHIEF ACADEMIC OFFICER'S SIGNATURE:	DATE:
-------------------------------------	-------

<p>I acknowledge that I have read the report and that I have been given an opportunity to discuss it with the rater. My signature does not necessarily mean that I agree with the performance evaluation.</p>	<p>SIGNATURE OF EMPLOYEE: <i>[Signature]</i></p>	<p>DATE: <i>6-17-10</i></p>
---	--	---------------------------------