



Cambridge Public Schools

Paraprofessional Evaluation Form

Name: \_\_\_\_\_ School: \_\_\_\_\_ Grade: \_\_\_\_\_ Date: \_\_\_\_\_

Rating Key: AA = Above Average    A = Average    BA = Below Average    NA = Not Applicable

I. Commitment to Total Program

AA                    A                    BA                    NA

- a. Displays interest and enthusiasm                    \_\_\_\_\_                    \_\_\_\_\_                    \_\_\_\_\_                    \_\_\_\_\_
- b. Displays evidence of professional growth and development as required for position.                    \_\_\_\_\_                    \_\_\_\_\_                    \_\_\_\_\_                    \_\_\_\_\_
- c. Willing to put in essential time and effort.                    \_\_\_\_\_                    \_\_\_\_\_                    \_\_\_\_\_                    \_\_\_\_\_
- d. Is punctual.                    \_\_\_\_\_                    \_\_\_\_\_                    \_\_\_\_\_                    \_\_\_\_\_
- e. Attends regularly.                    \_\_\_\_\_                    \_\_\_\_\_                    \_\_\_\_\_                    \_\_\_\_\_
- f. Willingly accepts and carries our assignments.                    \_\_\_\_\_                    \_\_\_\_\_                    \_\_\_\_\_                    \_\_\_\_\_
- g. Performs routine tasks efficiently.                    \_\_\_\_\_                    \_\_\_\_\_                    \_\_\_\_\_                    \_\_\_\_\_
- h. Maintains physical order of the classroom.                    \_\_\_\_\_                    \_\_\_\_\_                    \_\_\_\_\_                    \_\_\_\_\_
- i. Learning to keep records.                    \_\_\_\_\_                    \_\_\_\_\_                    \_\_\_\_\_                    \_\_\_\_\_

Comments:

II. Responsiveness to Pupil's Program

AA                    A                    BA                    NA

- a. Interacts positively with students.                    \_\_\_\_\_                    \_\_\_\_\_                    \_\_\_\_\_                    \_\_\_\_\_
- b. Aware of child development issues.                    \_\_\_\_\_                    \_\_\_\_\_                    \_\_\_\_\_                    \_\_\_\_\_
- c. Displays concern for students health and safety.                    \_\_\_\_\_                    \_\_\_\_\_                    \_\_\_\_\_                    \_\_\_\_\_
- d. Accepts individual differences in students.                    \_\_\_\_\_                    \_\_\_\_\_                    \_\_\_\_\_                    \_\_\_\_\_
- e. Displays resourcefulness in helping to provide an enriching experience for students.                    \_\_\_\_\_                    \_\_\_\_\_                    \_\_\_\_\_                    \_\_\_\_\_
- f. Encourages students to communicate in many ways.                    \_\_\_\_\_                    \_\_\_\_\_                    \_\_\_\_\_                    \_\_\_\_\_

Comments:

### III. Interpersonal Relationships

AA                      A                      BA                      NA

- |                                                 |       |       |       |       |
|-------------------------------------------------|-------|-------|-------|-------|
| a. Aware of classroom routines.                 | _____ | _____ | _____ | _____ |
| b. Competent in the reinforcement of skills.    | _____ | _____ | _____ | _____ |
| c. Able to work with small instruction groups.  | _____ | _____ | _____ | _____ |
| d. Can present lessons.                         | _____ | _____ | _____ | _____ |
| e. Completes work in scheduled time.            | _____ | _____ | _____ | _____ |
| f. Demonstrates initiative and resourcefulness. | _____ | _____ | _____ | _____ |

Comments:

### IV. Parent Interaction

AA                      A                      BA                      NA

- |                                                        |       |       |       |       |
|--------------------------------------------------------|-------|-------|-------|-------|
| a. Receptive to parent participation.                  | _____ | _____ | _____ | _____ |
| b. Participates in parent conferences and home visits. | _____ | _____ | _____ | _____ |
| c. Able to explain classroom procedures.               | _____ | _____ | _____ | _____ |
| e. Has a positive attitude toward school and staff.    | _____ | _____ | _____ | _____ |

Comments:

### V. Staff Relationships

AA                      A                      BA                      NA

- |                                                           |       |       |       |       |
|-----------------------------------------------------------|-------|-------|-------|-------|
| a. Accepts guidance and suggestions.                      | _____ | _____ | _____ | _____ |
| b. Cooperative team member.                               | _____ | _____ | _____ | _____ |
| c. Volunteers for projects outside the scope of position: | _____ | _____ | _____ | _____ |

Comments:

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Evaluator Signature

\_\_\_\_\_  
Date

The employee's signature indicates that he/she and the evaluator have discussed the evaluation and does not necessarily indicate agreement with the evaluation.