

## Staff Evaluation Form



Staff Name: Brady Fossenbell

Date: May 31, 2019

Department: Teaching, Learning, and Innovation

### Part One: Staff Self-Reflection

Please complete each of the three questions below and be prepared to discuss them in your scheduled evaluation meeting.

1. What do you feel have been your accomplishments in your role this year (create a bulleted list)?
  - Facilitated 24 hours of CLIMBS training for 3 programs, including the certification of 33 teachers and paraeducators
  - Implemented LEAP servicing in Middle School via the Middle School Transition program
  - Coordinated the placement, assessment and service of over 400 ELLs across three programs garnering an average growth of .9 points in WIDA assessment in ES and .6 in MS
  - Co-ordinated and supported the creation and launch of the Daystar Bridge Program
  - Designed, launched and supported schoolwide data sheets with integrated student language profiles
  - Facilitated the analysis of profiles using WIDA tools focus on target areas of linguistic growth
  - Developed WIDA-based assessment accommodation guide
  - Designed, launched and supported TLI web site
  - Successfully completed the onboarding of 4 new LEAP teachers (3 non-native English speakers), including training and mentoring
  
2. What are your goals (3-5) for your role for next school year?
  - Use data to target pullouts by ability and not by class
  - Increase efficacy of communication with teachers so there is more clarity in roles and planning
  - Coordinate efficient creation and storage of scaffolds and support (not all LEAP)
  - Facilitate chunkable school goal based on student work: vocabulary (notebooks)
  - Engage in book study WIDA Action Handbook – to prioritize school wide language goals
  
3. What areas for professional growth will you pursue next year (include at minimum one area of content knowledge/technical skill as well as one soft skill)?
  - a. Attend the Jim Knight Coaching Institute and work on developing coaching cycles with teachers
  - b. Develop Training/PD of original design
  - c. Develop my leadership style or philosophy – further refinement of long view priorities (moving from “doing” to “leading”)

Staff's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Supervisor's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

**Part Two: Supervisor Feedback** (to be completed by the department leader)

1. What staff member strengths and accomplishments have added to the success of the department/organization?
  - a. Strong knowledge of English language development proficiency standards, practices, and program process
  - b. Articulation and development of program services model
  - c. Technical skills in building resources and tools for program service delivery
  - d. Willingness and ability to collaborate with various stakeholders
  - e. Facilitation of school-wide professional development
  
2. What major concerns need to be addressed? (opportunities for continued growth)
  - Instructional coaching – added dimension to program coordinator role
  - Training/PD development - design and delivery of original content
  - Development of leadership style or philosophy – further refinement of long view priorities (moving from “doing” to “leading”)
  
3. What are your goals for this position moving forward?

Further support in-class services (continued individual instructional improvement)  
Continue to analyze impact data and service model delivery (protecting the legacy)  
Promote meaningful collaboration (co-teaching, co-planning, co-communication)  
Shift pull-out services of one class to ability grouping across classes  
Optimize usage of data within the LEAP profile  
Clarify roles and responsibilities (administrator, TLI, coordinators, LEAP, teachers, paras, etc.)  
Set up an efficient protocol for scaffolds in lesson/unit plans  
Assess vocabulary development and usage in writing across grades (e.g. gr1-2, 3-5, 6-8 Frayer)  
Engage in book study WIDA Action Handbook – to prioritize (LEAP PD for SY2019-20?)  
Strengthen understanding between literacy + language (how they differ + how to approach)

Staff's Signature: \_\_\_\_\_

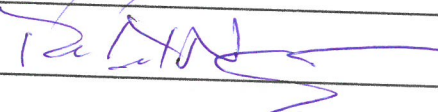
Date: \_\_\_\_\_

Supervisor's Signature: \_\_\_\_\_

Date: \_\_\_\_\_



31 May 2019



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