



Glassboro Public Schools
Paraprofessional Performance Evaluation

Partnering with PRIDE

Building Relationships, Promoting Independence, and Empowering Student Success

Employee:

Building/Department Assignment:

Evaluator:

Date:

P- Professionalism and Preparedness				
Demonstrates reliability, initiative, confidentiality, and readiness to support students and classroom staff.				
	Ineffective (1)	Partially Effective (2)	Effective (3)	Highly Effective (4)
Arrives prepared and follows established routines and responsibilities.				
Demonstrates professionalism, confidentiality, and reliability.				
Collaborates effectively with teachers, service providers, and staff.				

Domain rating:

R - Relationships & Respect

Builds positive relationships that foster belonging, dignity, and student success.

	Ineffective (1)	Partially Effective (2)	Effective (3)	Highly Effective (4)
Interacts respectfully and positively with students and staff.				
Reinforces classroom expectations and positive behavior.				
Contributes to a safe and inclusive learning environment.				

Domain rating:

I – Individualized Support

Implements accommodations and behavior supports, and student-specific strategies to promote success.

	Ineffective (1)	Partially Effective (2)	Effective (3)	Highly Effective (4)
Consistently implements accommodations and modifications as directed.				
Uses strategies that align with				

students' individual strengths and needs.				
Follows behavior support plans, safety procedures, and communication systems.				

Domain rating:

D – Developing Independence Promotes student independence through purposeful gradual release of support and prompting.				
	Ineffective (1)	Partially Effective (2)	Effective (3)	Highly Effective (4)
Uses prompting and support strategies appropriately.				
Encourages student problem-solving and self-advocacy.				
Fades prompts and supports to increase independence and reduce reliance on adult assistance.				

Domain Rating:

E – Engagement & Empowerment

Actively engages students in learning and participation in classroom and across school environment.

	Ineffective (1)	Partially Effective (2)	Effective (3)	Highly Effective (4)
Encourages active participation and engagement in learning activities.				
Supports students in meeting academic, behavioral, social, and functional goals.				
Reinforces effort and growth while maintaining high expectations.				

Domain Rating:

Strengths:

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Areas for Focus for Continued Growth:

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Evaluator Signature: _____ **Date:** _____

Employee Signature: _____ **Date:** _____

Employee signature acknowledges receipt of the evaluation and does not necessarily indicate agreement with its contents.