EVALUATING SCHOOL PSYCHOLOGISTS

The Site Administrator’s Role

Your Presenters

▪ Jenny Ponzuric, MA, ABSNP, LEP 2779
  ▪ School Psychologist since 1999
  ▪ Administrator for 3.5 years
  ▪ Working independently as a consultant/presenter since January 2016

▪ Tom Sopp, MA, LMFT 36146
  ▪ School Psychologist since 2000
  ▪ Director 2.9 years
  ▪ Past CASP President
  ▪ Currently a School Psychologist in Long Beach Unified
California Association of School Psychologists

- With more than 1,900 members, CASP is the largest statewide school psychologist association in the nation.
- Offers continuing education to keep SPs up-to-date with advances in the profession.
- Advocates in Sacramento for legislation to make schools safe learning environments for all students.
- Promotes the unique education of school psychologists in psychology and education systems.

Agenda

- **Why** are we discussing the topic of evaluating school psychologists?
- **What** resources are we created to assist in evaluating school psychologists?
- **How** might you use the resources to evaluate your school psychologist?
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Why are we discussing this topic?

ACSA 2018

- CASP Booth at Every Child Counts Symposium
- Site Administrators are often asked to evaluate school psychologists
- District evaluation forms for school psychologists mimic teacher evaluation forms; however, standards are not the same
CASP

- School Psychologist Evaluation Committee was formed
- The National Association of School Psychologists (NASP) Practice Model, which outlines 10 key areas of focus for our field, was utilized by the committee
Data Gathering

- CASP sent out a survey to their membership
  - Current employment
  - Purpose of job performance evaluation
  - Standards being used
  - Evaluator

- 110 members responded
Q1 I am employed by a

- Public School: 90%
- Public Charter School: 5%
- Private Charter School: 3%
- Parochial School: 1%
- Nonpublic School: 1%
- Other (please specify): 0%

Answered: 110  Skipped: 0

Q2 Who completed your job performance evaluation in your role as a school psychologist?

- Director of Special...: 30%
- Site Principal or Assistant: 20%
- Senior School Psychologist: 10%
- SELPA Director: 10%
- Assistant Superintendent: 5%
- Superintendent: 5%
- Other (please specify): 15%

Answered: 110  Skipped: 0
Q4 What content standards was your performance as a school psychologist evaluated by?

Answered: 110  Skipped: 0

Teacher standards
Manager standards
Pupil Personnel...
Job Description...
NASP 10 Domains
Other (please specify)

How much of your job performance review reflected psychologist’s standards within the NASP 10 Domains?

<table>
<thead>
<tr>
<th>ANSWER CHOICES</th>
<th>RESPONSES</th>
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<tbody>
<tr>
<td>My job evaluation was not associated with the NASP 10 domains</td>
<td>56.36%</td>
</tr>
<tr>
<td>My job evaluation was somewhat associated with the NASP 10 domains</td>
<td>29.09%</td>
</tr>
<tr>
<td>My job evaluation was mostly associated with the NASP 10 domains</td>
<td>10.00%</td>
</tr>
<tr>
<td>My job evaluation was 100% associated with the NASP 10 domains</td>
<td>4.55%</td>
</tr>
<tr>
<td>TOTAL</td>
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What resources were created?

CASP Evaluation Committee

- Overview
- Summary of NASP Practice Domains
  - Choosing areas to focus on during evaluation
  - Many school psychologists have unique roles dependent upon their position and school site(s)
- Evaluation Steps
- Example Documents
Intention of Documents

▪ Provide alternative to current evaluation documents that are based on teacher standards.
▪ Provide an evaluation tool that is aligned with the training received by school psychologists.
▪ Provide a flexible evaluation tool that can be adapted to reflect the psychologist’s current assignment.
▪ Provide documents that can be modified to align with your district/bargaining units requirements.

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How can you use these resources?
CASP Website:  www.casponline.org

- Locate The CASP Guide for Evaluation of School Psychologists:
  - https://casponline.org/about-casp/publications
- Determine domains relevant to current assignment.

- Collaboratively determine which areas to focus on.

Self-evaluate
Create SMART goals and action steps

Collect evidence and evaluate
Thank you!

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