

THE COMPONENTS OF PROFESSIONAL PRACTICE– Charlotte Danielson (2013)

Domain 1 for School Psychologists: Planning and Preparation

Effective teachers plan and prepare for lessons using their extensive knowledge of the content area, the core/managed curriculum and their students, including students' prior experience with this content and their possible misconceptions. Instructional outcomes are clearly related to the major concepts of the content area and are consistent with the curriculum design. These outcomes are clear to students and classroom visitors (including parents). Learning activities require all students to think, problem-solve, inquire, defend conjectures and opinions and be accountable to the learning community. Effective teachers work to engage all students in lessons and use formative assessment to scaffold and provide differentiated instruction. Measures of student learning align with the curriculum and core concepts in the discipline, and students can demonstrate their understanding in more than one way.

Component	Unsatisfactory	Needs Improvement or Progressing	Proficient	Distinguished
<i>1a: Demonstrating knowledge and skill in using psychological instruments to evaluate students.</i>	Psychologist demonstrates little or no knowledge and skill using psychological instruments to evaluate students.	Psychologist uses a limited number of psychological instruments to evaluate students.	Psychologist uses 5-8 psychological instruments to evaluate students and determine accurate diagnoses.	Psychologist uses a wide range of psychological instruments to evaluate students and knows the proper situations in which each should be used.
<i>Evidence</i>				
Score:	<input type="checkbox"/> 0	<input type="checkbox"/> .33	<input type="checkbox"/> .67	<input type="checkbox"/> 1
<i>1b: Demonstrating knowledge of child and adolescent development and psychopathology.</i>	Psychologist demonstrates little or no knowledge of child and adolescent development and psychopathology.	Psychologist demonstrates basic knowledge of child and adolescent development and psychopathology.	Psychologist demonstrates thorough knowledge of child and adolescent development and psychopathology.	Psychologist demonstrates extensive knowledge of child and adolescent development and psychopathology and knows variations of the typical patterns.
<i>Evidence</i>				
Score:	<input type="checkbox"/> 0	<input type="checkbox"/> .66	<input type="checkbox"/> 1.34	<input type="checkbox"/> 2

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Component	Unsatisfactory	Needs Improvement or Progressing	Proficient	Distinguished
<i>1c: Establishing goals for the psychology program appropriate to the setting and the students served.</i>	Psychologist has no clear goals for the psychology program, or they are inappropriate to either the situation or the age of the students.	Psychologist's goals for the treatment program are rudimentary and are partially suitable to the situation and the age of the students.	Psychologist's goals for the treatment program are clear and appropriate to the situation in the school and the age of the students.	Psychologist's goals for the treatment program are highly appropriate to the situation in the school and to the age of the students and have been developed following consultations with students, parents, and colleagues.
Evidence				
Score:	<input type="checkbox"/> 0	<input type="checkbox"/> 1.3	<input type="checkbox"/> 2.7	<input type="checkbox"/> 4
<i>1d: Demonstrating knowledge of state and federal regulations and of resources both within the and beyond the school and district.</i>	Psychologist demonstrates little or no knowledge of governmental regulations or of resources for students available through the school or district.	Psychologist displays awareness of governmental regulations and of resources for students available through the school or district, but no knowledge of resources available more broadly.	Psychologist displays awareness of governmental regulations and of resources for students available through the school or district and some familiarity with resources external to the district.	Psychologist's knowledge of governmental regulations and of resources for students is extensive, including those available through the school or district and in the community.
Evidence				
Score:	<input type="checkbox"/> 0	<input type="checkbox"/> .33	<input type="checkbox"/> .67	<input type="checkbox"/> 1

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Component	Unsatisfactory	Needs Improvement or Progressing	Proficient	Distinguished
<i>1e: Planning the psychology program, integrated with the regular school program, to meet the needs of individual students and including prevention.</i>	Psychologists plan consists of a random collection of unrelated activities, lacking coherence or an overall structure.	Psychologist’s plan has a guiding principle and includes a number of worthwhile activities, but some of them don’t fit with the broader goals.	Psychologist has developed a plan that includes the important aspects of work in the setting.	Psychologist’s plan is highly coherent and preventive and serves to support students individually, within the broader educational program.
Evidence				
Score:	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
<i>1f: Developing a plan to evaluate the psychology program.</i>	Psychologist has no plan to evaluate the program or resists suggestions that such an evaluation is important.	Psychologist has a rudimentary plan to evaluate the psychology program.	Psychologist’s plan to evaluate the program is organized around clear goals and the collection of evidence to indicate the degree to which the goals have been met.	Psychologist’s evaluation plan is highly sophisticated with imaginative sources of evidence and a clear path toward improving the program on an ongoing basis.
Evidence				
Score:	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3

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Domain 2 for School Psychologists: The Classroom Environment

Effective teachers organize their classrooms so that all students can learn. They maximize instructional time and foster respectful interactions among and between teachers and students with sensitivity to students' cultures, race and levels of development. Students themselves make a substantive contribution to the effective functioning of the class through self-management of their own learning and maintaining a consistent focus on rigorous learning for all students by supporting the learning of others. Processes and tools for students' independent learning are visible/available to students (charts, rubrics, etc.). Artifacts that demonstrate student growth over time are displayed/available.

Component	Unsatisfactory	Needs Improvement or Progressing	Proficient	Distinguished
<i>2a: Establishing rapport with students.</i>	Psychologist's interactions with students are negative or inappropriate; students appear uncomfortable in the testing center.	Psychologist's interactions are a mix of positive and negative; the psychologist's efforts at developing rapport are partially successful.	Psychologist's interactions with students are positive and respectful; students appear comfortable in the testing center.	Students seek out the psychologist, reflecting a high degree of comfort and trust in the relationship.
<i>Evidence</i>				
Score:	<input type="checkbox"/> 0	<input type="checkbox"/> 2	<input type="checkbox"/> 4	<input type="checkbox"/> 6
<i>2b: Establishing a culture for positive mental health throughout the school.</i>	Psychologist makes no attempt to establish a culture for positive mental health in the school as a whole, either among students or teacher, or between students and teachers.	Psychologist's attempts to promote a culture throughout the school for positive mental health in the school among students and teachers are partially successful.	Psychologist promotes culture throughout the school for positive mental health in the school among students and teachers.	The culture in the school for positive mental health among students and teachers, while guided by the psychologist, is maintained by both teachers and students.
<i>Evidence</i>				
Score:	<input type="checkbox"/> 0	<input type="checkbox"/> 2	<input type="checkbox"/> 4	<input type="checkbox"/> 6

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Component	Unsatisfactory	Needs Improvement or Progressing	Proficient	Distinguished
<i>2c: Establishing and maintaining clear procedures for referrals.</i>	No procedures for referrals have been established; when teachers want to refer a student for special services, they are not sure how to go about it.	Psychologist has established procedures for referrals but the details are not always clear.	Procedures for referrals and for meetings and consultations with parents and administrators are clear to everyone.	Procedures for all aspects of referral and testing protocols are clear to everyone and have been developed in consultation with teachers and administrators.
Evidence				
Score:	<input type="checkbox"/> 0	<input type="checkbox"/> 1.3	<input type="checkbox"/> 2.7	<input type="checkbox"/> 4
<i>2d: Establishing standards of conduct in the testing center.</i>	No standards of conduct have been established, and psychologist disregards or fails to address negative student behavior during an evaluation.	Standards of conduct appear to have been established in the testing center. Psychologist’s attempts to monitor and correct negative student behavior during an evaluation are partially successful.	Standards of conduct have been established in the testing center. Psychologist monitors student behavior against those standards; response to students is appropriate and respectful.	Standards of conduct have been established in the testing center. Psychologist’s monitoring of students is subtle and preventive, and students engage in self-monitoring of behavior.
Evidence				
Score:	<input type="checkbox"/> 0	<input type="checkbox"/> 1.3	<input type="checkbox"/> 2.7	<input type="checkbox"/> 4
<i>2e: Organizing physical space for testing of students and storage of materials.</i>	The testing center is disorganized and poorly suited to student evaluations. Materials are not stored in a secure location and are difficult to find when needed.	Materials in the testing center are stored securely, but the center is not completely well organized, and materials are difficult to find when needed.	The testing center is well organized; materials are stored in a secure location and are available when needed.	The testing center is highly organized and is inviting to students. Materials are stored in a secure location and are convenient when needed.
Evidence				
Score:	<input type="checkbox"/> 0	<input type="checkbox"/> .33	<input type="checkbox"/> .67	<input type="checkbox"/> 1

Domain 3 for School Psychologists: Delivery of Services

All students are highly engaged in learning and make significant contribution to the success of the class through participation in equitable discussions, active involvement in their learning and the learning of others. Students and teachers work in ways that demonstrate their belief that rigorous instruction and hard work will result in greater academic achievement. Teacher feedback is specific to learning goals and rubrics and offers concrete ideas for improvement. As a result, students understand their progress in learning the content and can explain the goals and what they need to do in order to improve. Academic progress is articulated and celebrated in the learning community and with families. Effective teachers recognize their responsibility for student learning in all circumstances and demonstrate significant student growth over time towards individual achievement goals, including academic, behavioral, and/or social objectives.

Component	Unsatisfactory	Needs Improvement or Progressing	Proficient	Distinguished
<i>3a: Responding to referrals; consulting with teacher and administrators</i>	Psychologist fails to consult with colleagues or to tailor evaluations to the questions raised in the referral.	Psychologists consults on a sporadic basis with colleagues, making partially successful attempts to tailor evaluations to the questions raised in the referral.	Psychologist consults frequently with colleagues, tailoring evaluations to the questions raised in the referral.	Psychologist consults frequently with colleagues, contributing own insights and tailoring evaluations to the questions raised in the referral.
Evidence				
Score:	<input type="checkbox"/> 0	<input type="checkbox"/> 2	<input type="checkbox"/> 4	<input type="checkbox"/> 6

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Component	Unsatisfactory	Needs Improvement or Progressing	Proficient	Distinguished
<i>3b: Evaluating student needs in compliance with the National Association of School Psychologists (NASP) guidelines.</i>	Psychologist resists administering evaluations, selects instruments inappropriate to the situation, or does not follow established procedures and guidelines.	Psychologist attempts to administer appropriate evaluation instruments to students but does not always follow established time lines and safeguards.	Psychologist administers appropriate evaluation instruments to students and ensures that all procedures and safeguards are faithfully adhered to.	Psychologist selects, from a broad repertoire, those assessments that are most appropriate to the referral questions and conducts information sessions with colleagues to ensure that they fully understand and comply with procedural time lines and safeguards.
Evidence				
Score:	<input type="checkbox"/> 0	<input type="checkbox"/> 1.3	<input type="checkbox"/> 2.7	<input type="checkbox"/> 4
3c: Chairing evaluation team.	Psychologist declines to assume leadership of the evaluation team.	Psychologist assumes leadership of the evaluation team when directed to do so, preparing adequate IEPs.	Psychologist assumes leadership of the evaluation team as a standard expectation; prepares detailed IEPs.	Psychologist assumes leadership of the evaluation team and takes initiative in assembling materials for meetings. IEPs are prepared in an exemplary manner.
Evidence				
Score:	<input type="checkbox"/> 0	<input type="checkbox"/> 1.3	<input type="checkbox"/> 2.7	<input type="checkbox"/> 4

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Component	Unsatisfactory	Needs Improvement or Progressing	Proficient	Distinguished
<p>3d: Planning interventions to maximize students' likelihood of success.</p>	<p>Psychologist fails to plan interventions suitable to students, or interventions are mismatched with the findings of the assessments.</p>	<p>Psychologist's plans for students are partially suitable for them or are sporadically aligned with identified needs.</p>	<p>Psychologist's plans for students are suitable for them and are aligned with identified needs.</p>	<p>Psychologist develops comprehensive plans for students, finding ways to creatively meet student needs and incorporate many related elements.</p>
<p><i>Evidence</i></p>				
<p>Score:</p>	<p><input type="checkbox"/> 0</p>	<p><input type="checkbox"/> 1.67</p>	<p><input type="checkbox"/> 3.3</p>	<p><input type="checkbox"/> 5</p>
<p>3e: Maintaining contact with physicians and community mental health service providers.</p>	<p>Psychologist declines to maintain contact with physicians and community mental health service providers.</p>	<p>Psychologist maintains occasional contact with physicians and community mental health services providers.</p>	<p>Psychologist maintains ongoing contact with physicians and community mental health service providers.</p>	<p>Psychologist maintains ongoing contact with physicians and community mental health service providers and initiates contacts when needed.</p>
<p><i>Evidence</i></p>				
<p>Score:</p>	<p><input type="checkbox"/> 0</p>	<p><input type="checkbox"/> 1.3</p>	<p><input type="checkbox"/> 2.7</p>	<p><input type="checkbox"/> 4</p>

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<p>3f: <i>Demonstrating flexibility and responsiveness</i></p>	<p>Psychologist adheres to the plan or program, in spite of evidence of its inadequacy.</p>	<p>Psychologist makes modest changes in the treatment program when confronted with evidence of the need for change.</p>	<p>Psychologist makes revisions in the treatment program when it is needed.</p>	<p>Psychologist is continually seeking ways to improve the treatment program and makes changes as needed in response to student, parent, or teacher input.</p>
<p><i>Evidence</i></p>				
<p>Score:</p>	<p><input type="checkbox"/> 0</p>	<p><input type="checkbox"/> 1.67</p>	<p><input type="checkbox"/> 3.3</p>	<p><input type="checkbox"/> 5</p>

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Domain 4 for School Psychologists: Professional Responsibilities

Effective teachers have high ethical standards and a deep sense of professionalism. They utilize integrated systems for using student learning data, record keeping and communicating with families clearly, timely and with cultural sensitivity. They assume leadership roles in both school and district projects, and engage in a wide-range of professional development activities. Reflection on their own practice results in ideas for improvement that are shared across the community and improve the practice of all. These are teachers who are committed to fostering a community of effortful learning that reflects the highest standards for teaching and student learning in ways that are respectful and responsive to the needs and backgrounds of all learners.

Component	Unsatisfactory	Needs Improvement or Progressing	Proficient	Distinguished
<i>4a: Reflecting on practice</i>	Psychologist does not reflect on practice, or the reflections are inaccurate or self-serving.	Psychologist’s reflection on practice is moderately accurate and objective without citing specific examples, and with only global suggestions as to how it might be improved.	Psychologist’s reflection provides an accurate and objective description of practice, citing specific positive and negative characteristics. Psychologist makes some specific suggestions as to how the counseling program might be improved.	Psychologist’s reflection is highly accurate and perceptive, citing specific examples that were not fully successful for at least some students. Psychologist draws on an extensive repertoire to suggest alternative strategies.
<i>Evidence</i>				
Score:	<input type="checkbox"/> 0	<input type="checkbox"/> .33	<input type="checkbox"/> .67	<input type="checkbox"/> 1
<i>4b: Communicating with families</i>	Psychologist fails to communicate with families and secure necessary permission for evaluations or communicate in insensitive manner.	Psychologist’s communication with families is partially successful; permissions are obtained, but there are occasional insensitivities to cultural and linguistic traditions.	Psychologist communicates with families and secures necessary permission for evaluations and does so in a manner sensitive to cultural and linguistic traditions.	Psychologist secures necessary permission and communicates with families in a manner highly sensitive to culture and linguistic traditions. Psychologist reaches out to eh families of students to enhance trust.
<i>Evidence</i>				
Score:	<input type="checkbox"/> 0	<input type="checkbox"/> .33	<input type="checkbox"/> .67	<input type="checkbox"/> 1

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<p>4c: <i>Maintaining accurate records</i></p>	<p>Psychologist's records are in disarray; they may be missing, illegible or stored in an insecure location.</p>	<p>Psychologists' records are accurate and legible and are stored in a secure location.</p>	<p>Psychologist records are accurate and legible, well organized and stored in a secure location.</p>	<p>Psychologist's records are accurate and legible, well organized, and stored in a secure location. They are written to be understandable to another qualified professional.</p>
<p><i>Evidence</i></p>				
<p>Score:</p>	<p><input type="checkbox"/> 0</p>	<p><input type="checkbox"/> .33</p>	<p><input type="checkbox"/> .67</p>	<p><input type="checkbox"/> 1</p>
<p>4d: <i>Participating in a professional community</i></p>	<p>Psychologist's relationships with colleagues are negative of self-serving, and psychologist avoids being involved in the school and district events and projects.</p>	<p>Psychologist's relationships with colleagues are cordial and psychologist participates in school and district events and projects with specifically requested.</p>	<p>Psychologist participates actively in school and district events and projects and maintains positive and productive relationships with colleagues.</p>	<p>Psychologist makes a substantial contribution to school and district events and projects and assumes leadership with colleagues.</p>
<p><i>Evidence</i></p>				
<p>Score:</p>	<p><input type="checkbox"/> 0</p>	<p><input type="checkbox"/> .33</p>	<p><input type="checkbox"/> .67</p>	<p><input type="checkbox"/> 1</p>

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Component	Unsatisfactory	Needs Improvement or Progressing	Proficient	Distinguished
<i>4e: Engaging in professional development</i>	Psychologist does not participate in professional development activities even when such activities are clearly needed for the development of skills.	Psychologist's participation in professional development activities is limited to those that are convenient or are required.	Psychologist seeks out opportunities for professional development based on an individual assessment of need.	Psychologist actively pursues professional development opportunities and makes a substantial contribution the profession through such activities as offering workshops to colleagues.
Evidence				
Score:	<input type="checkbox"/> 0	<input type="checkbox"/> .66	<input type="checkbox"/> 1.34	<input type="checkbox"/> 2
<i>4f: Showing professionalism</i>	Psychologist displays dishonesty in interactions with colleagues, students, and the public; violates principles of confidentiality.	Psychologist is honest in interactions with colleagues, students, and the public, plays a moderate advocacy role for students, and does not violate confidentiality.	Psychologist displays high standards of honesty, integrity, and confidentiality in interactions with colleagues, students, and the public; advocates for students when needed.	Psychologist can be counted on to hold the highest standards of honesty, integrity, and confidentiality and to advocate for students, taking a leadership role with colleagues.
Evidence				
Score:	<input type="checkbox"/> 0	<input type="checkbox"/> .33	<input type="checkbox"/> .67	<input type="checkbox"/> 1

