

LOS ANGELES UNIFIED SCHOOL DISTRICT
HUMAN RESOURCES DIVISION
PARAEDUCATOR CAREER LADDER

PERFORMANCE ASSESSMENT # 4

California Standard for the Teaching Profession:
Engaging and Supporting all Students in Learning

PA 4 is for placement at Career Ladder Level 5 with a Bachelor's degree and PA 1, 2 and 3 approved.

SECTION I. GENERAL INFORMATION

Participant Information:

Check here if new address or other information

Last Name		First Name		M.I.
Employee #	E-mail	Message Phone () -		
Street Address				Apt/Unit #
City		State	Zip Code	
Work site		School Phone () -		

The Purpose of Performance Assessments:

The Career Ladder works with and supports LAUSD paraeducators in their pursuit of a teaching credential. Performance Assessments (PAs) were designed to give paraeducators an opportunity to develop their teaching skills with the guidance of a practicing teaching. PAs are not evaluations of job performance.

Instructions to the Career Ladder Participant:

Completing Performance Assessments:

PAs must be completed one at a time and approved sequentially. A PA must be approved by the Career Ladder Office before the next one can be submitted. The quality of the experiences and skills acquired by the individual is important. It is the responsibility of the participant to work collaboratively with a Rater to determine how the assessments will be completed. See the following procedures for completing a PA:

1. Select a Rater: The Rater can be any LAUSD employee who holds a valid teaching credential. This is typically a certificated staff member at your work site.
2. Complete each section of the Performance area in order.
 - a. Be concise, but give enough detail to answer the questions.
 - b. Have the Rater review your planned activity BEFORE you complete it. Be sure the Rater signs in Part B "Collaboration with Rater".
 - c. Arrange a day and time when you will conduct the activity while your Rater observes.
3. Conduct the planned activity for the Rater to observe. Be sure the Rater completes and signs Part D "Verify Proficiency" for each Performance Area.
4. Write a reflection for each Performance Area by completing the given prompts.
5. When all Performance Areas are completed, have the school site administrator or designee sign the Signatures section to verify the Rater was an appropriate person.
6. Sign and submit completed Performance Assessments to the Career Ladder Office, 333 S. Beaudry Ave, 15th Floor, Los Angeles, CA 90017. No faxes or emails will be accepted.
7. Please note that for this PA to apply to your Career Ladder Level for the next tuition reimbursement or scholarship payment, it must be **approved** at least two weeks prior to the deadline.

Approval of Performance Assessments:

Completed PAs are submitted to the Career Ladder Office. Certificated Career Ladder staff serve as the Reviewers. The Reviewer scores the PA according to the rubric printed on the last page by reviewing the planned activity description, Rater feedback, and Performance Area reflection. This is done as quickly as possible, usually within one week.

PAs that meet or are above standards are approved. You will receive a notice in the mail along with a copy of the next PA to be completed. The original PA is kept on file at the Career Ladder.

When a PA does not meet the standards or is incomplete, it will be returned for revision and correction. Please include the original and the revised PA when resubmitting for approval.

Performance Assessments Scoring Rubric

All Performance Assessments will be reviewed according to the following scale:

Above Standards	<ul style="list-style-type: none"> • Meets Standards • Submits additional materials as evidence, e.g., student work, photographs, and handouts • Demonstrates initiative, creativity, and originality • Presents Performance Assessment in a professional manner
Meets Standards	<ul style="list-style-type: none"> • Provides detail; Uses specifics and concrete examples • Relates to the Performance Area • Relates to teaching • Written description is clear • Complete; Participant followed directions and filled in all sections
Below Standards	<ul style="list-style-type: none"> • Lacks detail; Description needs specifics or concrete examples • Not related to the Performance Area • Not related to teaching • Written description is unclear • Incomplete; Participant did not follow directions or fill in all sections

Instructions to the Rater:

A Rater can be any LAUSD employee who holds a valid teaching credential and works with students. The Rater offers advice, reviews the planned activity, observes the activity when performed, determines if the participant has shown proficiency in the Performance Area and provides feedback on the activity to the Career Ladder participant. A different Rater may be used for each Performance Area.

To rate the PA:

1. Review the planned activity as written by the Career Ladder participant. Provide suggestions for improvement or corrections where appropriate.
2. Observe the activity.
3. Provide feedback for the participant for their own professional growth for becoming a teacher.
4. Determine whether or not the participant has shown proficiency in the Performance Area.
5. Sign the appropriate sections of the PA.
 - a. Part B: Collaborate with Rater
 - b. Part D: Verify Proficiency

Thank you for your assistance in helping this participant on their way to becoming a teacher.

Instructions to the Administrator or Administrative Designee:

Your signature is required on the Performance Assessment document for the following reasons:

- Indicates that you have been made aware that this activity is taking place at your school
- Assures that the Rater who observed the activities is a LAUSD employee who holds a valid teaching credential
- Acknowledges that this Performance Assessment is not a job evaluation

**If you have any questions or concerns, please call
the Career Ladder Office at (213) 241-4571.**

SECTION II

Performance Area # 4a: Delivery of Lesson

The goal of this performance area is to plan, prepare and deliver a lesson to a group of students.

A. PLAN ACTIVITY: Please use specific details to describe what you are doing.
Attach a copy of the lesson plan

Describe the target student population:

What is the objective of the lesson?

What is the benefit of the lesson to the student(s)?

Where will the lesson take place?

What materials are needed?

How will you prepare to deliver the lesson?

What kind of guided practice is there?

How will students practice independently?

How will the students be evaluated?

B. COLLABORATE WITH RATER *To be completed by the rater*

The rater is any certificated staff member who advises the participant with this performance area, observes the activity, and provides feedback to the participant. (See "Instructions to the Rater")

Rater Name: _____ Position: _____

I, the above named rater, have reviewed the planned activity, and verify that it meets the performance area.

Rater Signature: _____ Date approved: _____

C. PERFORM ACTIVITY 4a

Scheduled date of activity: ____/____/____

D. VERIFY PROFICIENCY *To be completed by the rater*

Date activity was performed: _____

Proficiency was demonstrated when this activity was performed: Yes No

Feedback to the participant:

What did the participant do well in planning the lesson?

What could the participant have changed or improved upon in planning the lesson?

What did the participant do well in delivering the lesson?

What could the participant have changed or improved upon in delivering the lesson?

Rater Signature: _____ Date: _____

E. REFLECT ON ACTIVITY & PERFORMANCE AREA

To be completed by the participant after the lesson is delivered:

What were the strengths of the lesson?

What are some improvements that can be made to the lesson?

What were the strengths in the delivery of the lesson?

What are some improvements that would enhance the delivery of the lesson?

By performing this activity, I learned

Next time I do this type of activity, I will

SECTION III: Signatures

A. Instructions to the Administrator or Administrative Designee:

Your signature is required on this document for the following:

- Indicate that you have been made aware that this activity is taking place at your school
- Assure that the Rater(s) who observed the activities is a LAUSD employee who holds a valid teaching credential.
- Acknowledge that this Performance Assessment is not a job evaluation

This performance assessment was performed by the appropriate school staff.

Administrator or Designee Name: _____ Title: _____

Administrator Signature: _____ Date _____

B. Career Ladder Participant Signature:

I certify that I planned and performed the activities with the appropriate school staff.
I also understand that in order for my advancement of Career Ladder Level to apply towards my next reimbursement, **this PA must be approved a minimum of two weeks prior to the request for reimbursement dates to qualify for payment.**

Participant Name: _____ Employee #: _____

Participant Signature: _____ Date _____

CAREER LADDER OFFICE USE ONLY

Performance Area	Above Standards	Meets Standards	Below Standards	Reason(s):
4a: Delivery of a Lesson	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Lacks detail. Description needs specifics or concrete examples. <input type="checkbox"/> Not related to this Performance Area. <input type="checkbox"/> Not related to teaching <input type="checkbox"/> Written description is unclear <input type="checkbox"/> Incomplete; follow directions or fill in all sections.
Signatures	Complete <input type="checkbox"/>		Incomplete <input type="checkbox"/>	<input type="checkbox"/> Missing Rater's signature or feedback <input type="checkbox"/> Missing Administrator's signature <input type="checkbox"/> Missing Participant signature or information.
Career Ladder Reviewer: _____ <input type="checkbox"/> Return for revisions Signature: _____ Date _____ <input type="checkbox"/> Approved Signature: _____ Date _____				