



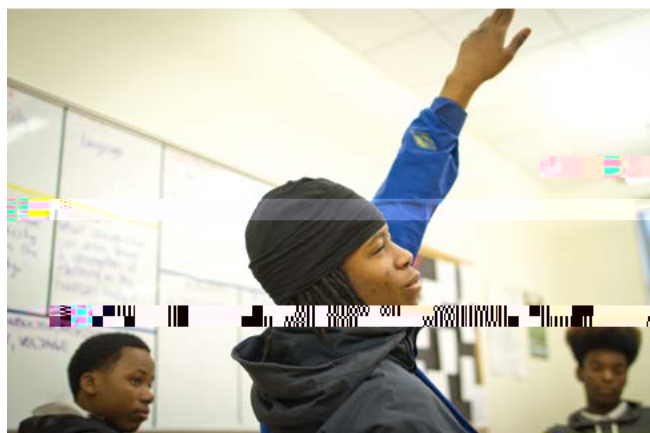
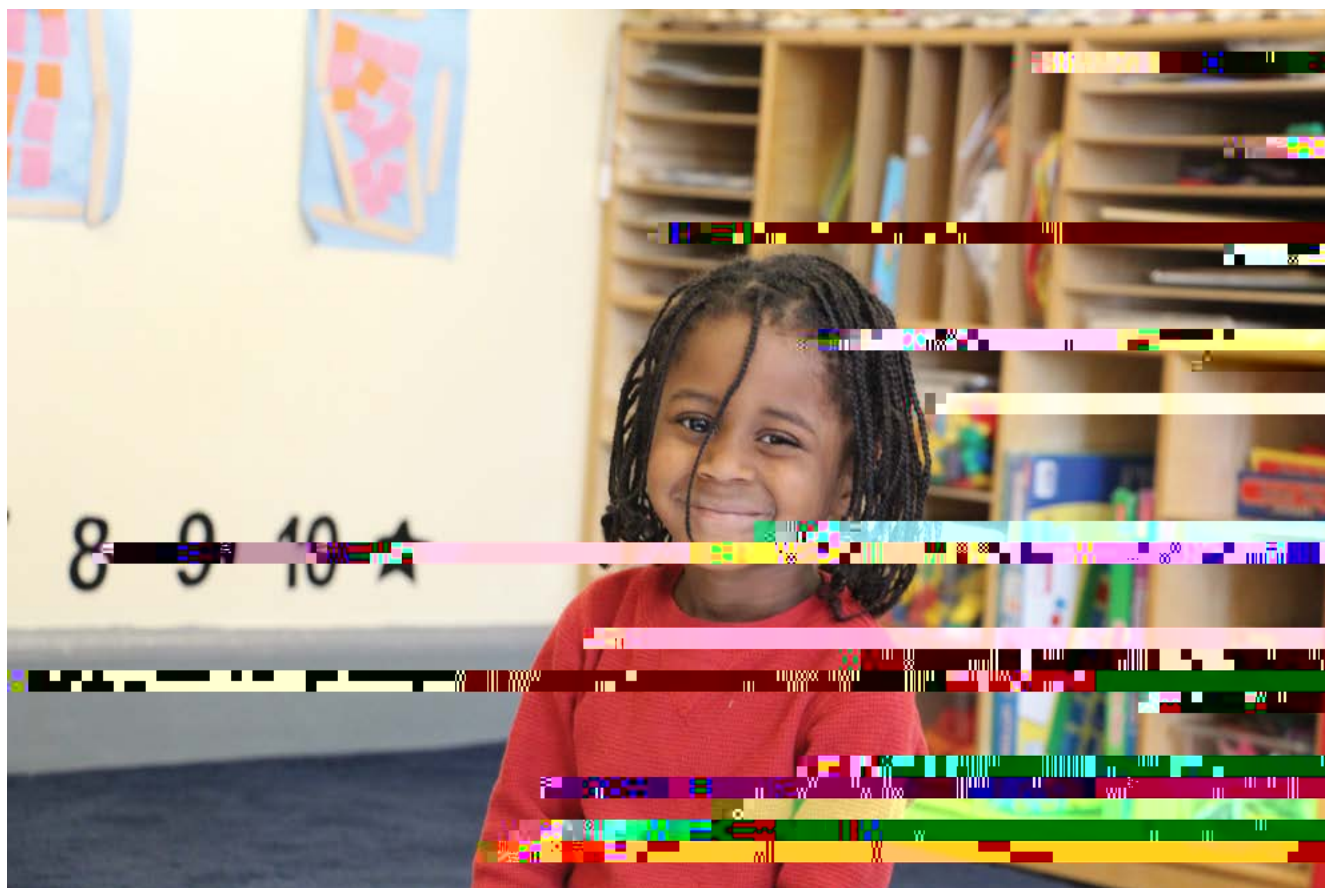
# District of Columbia Public Schools Effectiveness Assessment System for School-Based Personnel





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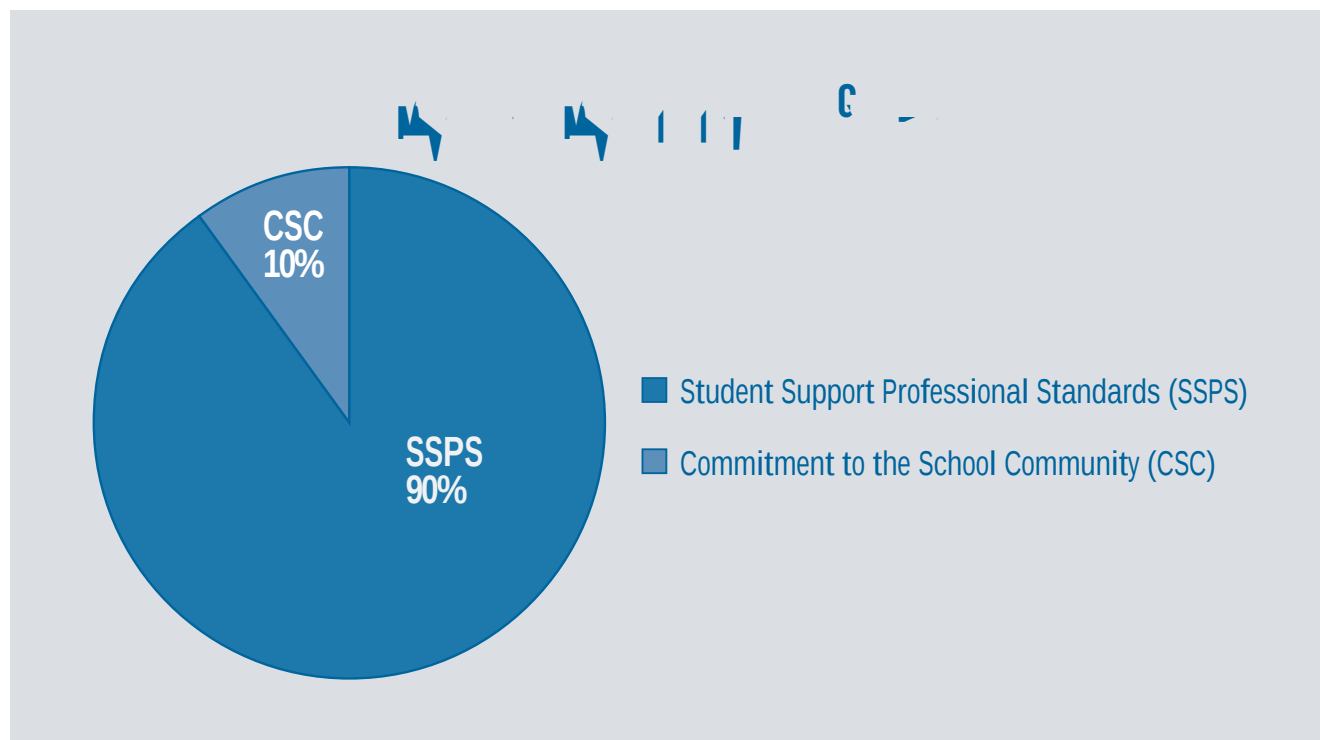
## Who is in Group 8?

The **IMPACT** program is a **voluntary** program that is **open to all** members of the **IMPACT** program. The **IMPACT** program is a **voluntary** program that is **open to all** members of the **IMPACT** program.

## What are the **IMPACT** components for members of Group 8?

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## What are the Student Support Professional Standards?

The Student Support Professional Standards are a set of standards that define the professional expectations for Student Support Professionals.

- Standard 1: Professionalism
- Standard 2: Professionalism
- Standard 3: Professionalism
- Standard 4: Professionalism
- Standard 5: Professionalism
- Standard 6: Professionalism

## Who developed the Student Support Professional Standards?

The Student Support Professional Standards were developed by a group of professionals from various disciplines, including Student Support Professionals, faculty, and administrators.



[illegible]

## LEVEL 2

## LEVEL 1 (LOWEST)

[illegible]

At the same time, the *Journal of the American Medical Association* published a study that found that the use of a single, low-dose antibiotic for the treatment of urinary tract infections was associated with a higher risk of resistance to that antibiotic than the use of a combination of two antibiotics.

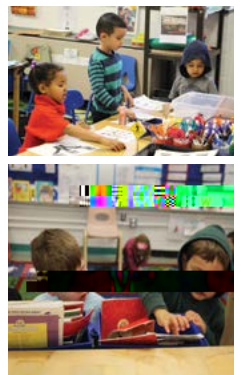
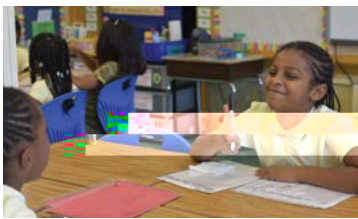
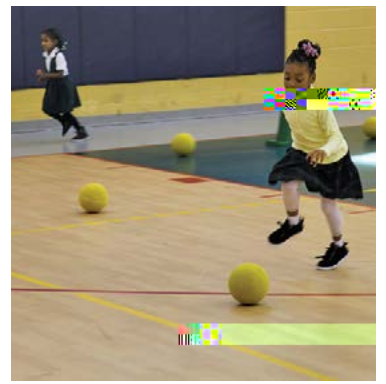
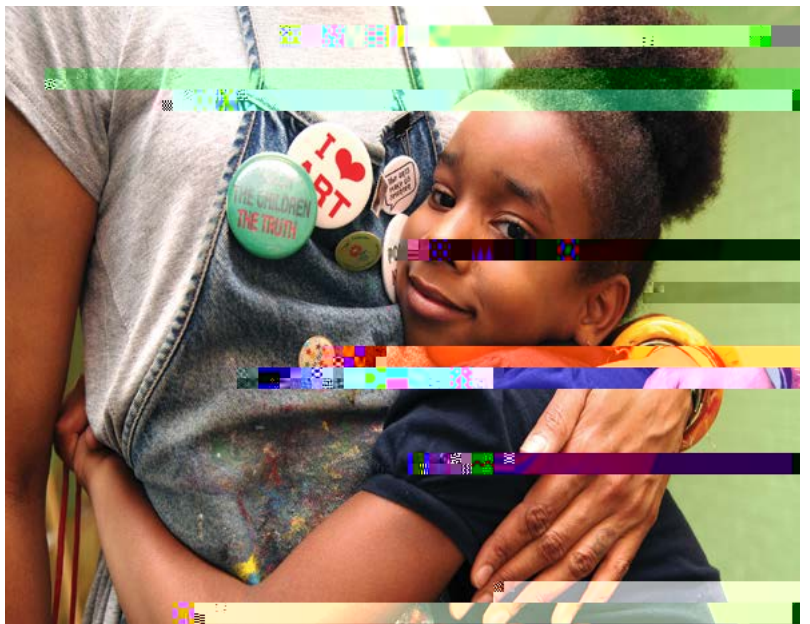
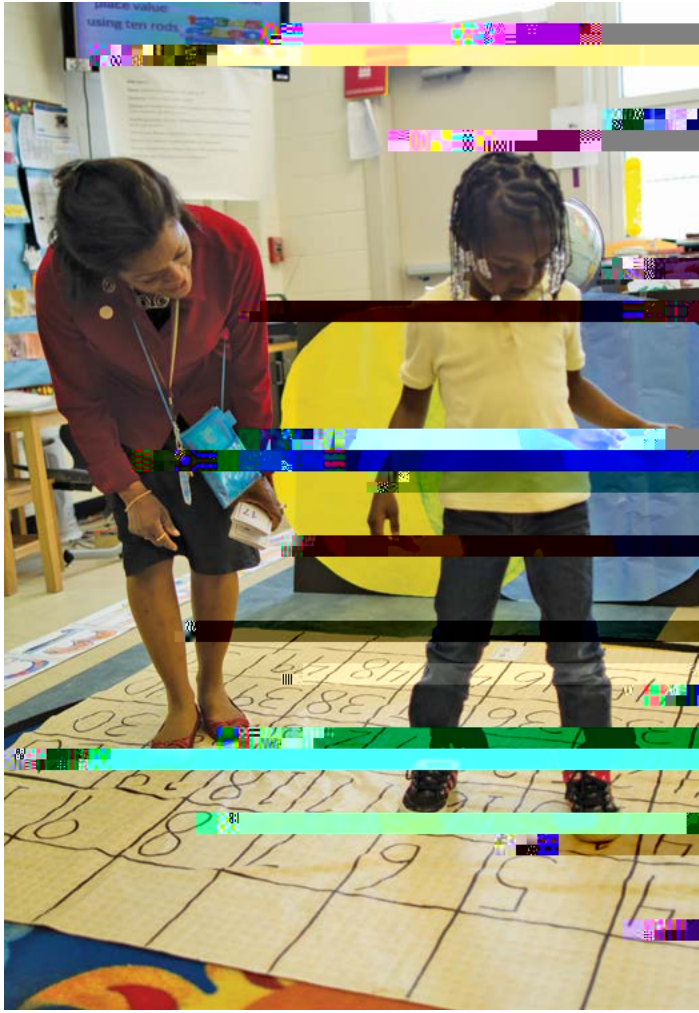
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 $\frac{1}{65536} \times \frac{1}{65536} = \frac{1}{4294967296}$

[illegible]

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## LEVEL 4 (HIGHEST)

### LEVEL 3

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| LEVEL 2 |  | LEVEL 1 (LOWEST) |  |
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## What is Core Professionalism?

Core Professionalism is a set of skills and attitudes that are essential for success in the workplace. It includes the following components:

- 1) Communication: The ability to effectively communicate with others, both verbally and in writing.
- 2) Teamwork: The ability to work effectively with others as part of a team.
- 3) Problem Solving: The ability to identify problems and develop effective solutions.
- 4) Time Management: The ability to manage time effectively and meet deadlines.

## How will my Core Professionalism be assessed?

Core Professionalism will be assessed through a variety of methods, including:

- Self-reflection: Reflecting on your own strengths and weaknesses.
- Peer feedback: Seeking feedback from colleagues.
- Supervisor feedback: Seeking feedback from your supervisor.

Assessment of Core Professionalism will be based on the following criteria:

- Communication: The ability to effectively communicate with others, both verbally and in writing.
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- Problem Solving: The ability to identify problems and develop effective solutions.
- Time Management: The ability to manage time effectively and meet deadlines.

## How will my Core Professionalism be rated?

Core Professionalism will be rated on a scale of 1 to 5, with 1 being the lowest rating and 5 being the highest rating.

The following table provides a breakdown of the assessment criteria and the corresponding ratings:

| Assessment Criteria | Rating 1 | Rating 2 | Rating 3 | Rating 4 | Rating 5 |
|---------------------|----------|----------|----------|----------|----------|
| Communication       | 1        | 2        | 3        | 4        | 5        |
| Teamwork            | 1        | 2        | 3        | 4        | 5        |
| Problem Solving     | 1        | 2        | 3        | 4        | 5        |
| Time Management     | 1        | 2        | 3        | 4        | 5        |

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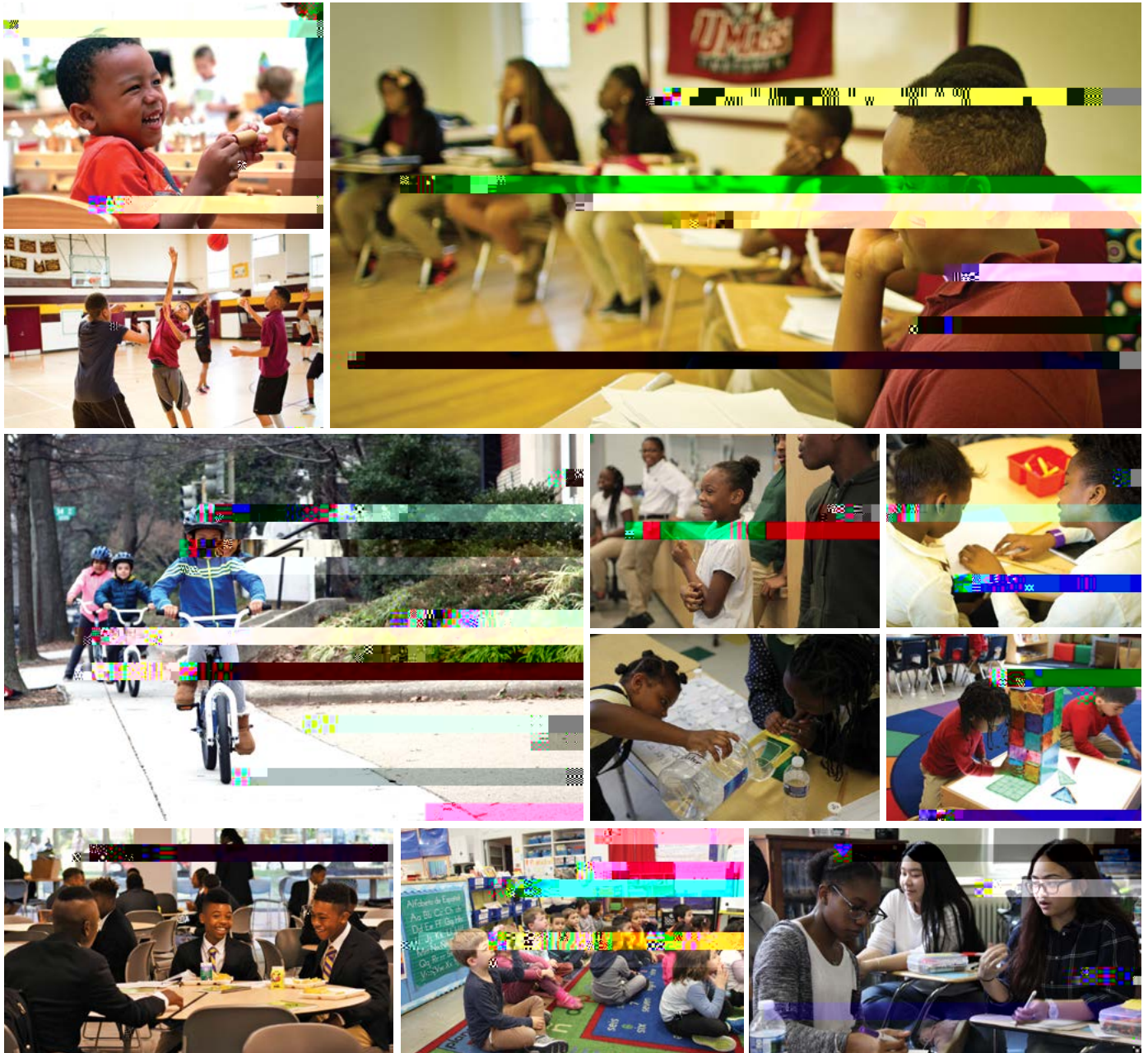
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| Time Management     | 1        | 2        | 3        |



IMPACT Cycle dates are listed in the **IMPACT Annual Reference Guide**.

**If I have additional questions about Core Professionalism, whom should I contact?**

For additional information, call 202-71-5531 or email [info@ednet.org](mailto:info@ednet.org).



## MEETS STANDARD

## SLIGHTLY BELOW STANDARD

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## SIGNIFICANTLY BELOW STANDARD

[illegible][illegible]

二、函数  $y = f(x)$  在  $x_0$  处可微的充要条件是  $f'(x_0)$  存在。即  $P$  是  $Q$  的充要条件。

[illegible]

## What does this section explain?

This section explains how to calculate the total cost of a project, including the cost of the project itself and the cost of the project's components.

### Step 1

This section explains how to calculate the total cost of a project, including the cost of the project itself and the cost of the project's components.

### Step 2

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### Step 3

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## Step 5

1.                                                                                                                                                                                                                                                                                                                                                                                                                                                          

## What do these ratings mean?

1-5 1-4

If I earn a Minimally Effective rating and then a Developing rating, will I have one more



plus



**If I *resign* at the end of the school year, will I be eligible for the bonus?**

Yes, if you are a full-time employee at the end of the school year, you will be eligible for the bonus. If you are a part-time employee, you will be eligible for the bonus if you are a full-time employee at the end of the school year.

**If I am separated from the school system for disciplinary reasons, will I be eligible for the bonus?**

No.

**If I am employed by DCPS for only part of the school year, will I receive the full bonus?**

Yes, if you are a full-time employee for at least 180 days of the school year, you will receive the full bonus. If you are a part-time employee, you will receive the full bonus if you are a full-time employee for at least 180 days of the school year.

**If I am on leave at the time of bonus distribution, will I be eligible for the bonus?**

Yes, if you are a full-time employee at the time of bonus distribution, you will be eligible for the bonus. If you are on leave at the time of bonus distribution, you will be eligible for the bonus if you are a full-time employee at the time of bonus distribution. If you are on leave at the time of bonus distribution, you will be eligible for the bonus if you are a full-time employee at the time of bonus distribution.

**Are there any conditions attached to accepting this bonus?**

Yes, there are conditions attached to accepting this bonus. You must be a full-time employee at the end of the school year, and you must not be on leave at the time of bonus distribution.

**Am I required to accept the bonus?**

No, you are not required to accept the bonus. You can choose to accept or decline the bonus.

**How will I communicate with DCPS whether I want to accept the bonus?**

You will receive a letter from DCPS regarding the bonus. You will be asked to sign a form indicating whether you want to accept the bonus. You will need to return the form to DCPS by the deadline.

**When will I receive my bonus?**

The bonus will be distributed in two installments. The first installment will be paid in May, and the second installment will be paid in June.

**Will the bonus be subject to taxes?**

Yes.

**If I have additional questions about the annual bonus, whom should I contact?**

Please contact the DCPS Human Resources Department at 202-71-5531 or at 1-800-123-4567.



**If I am separated from the school system for disciplinary reasons, will I be eligible for the bonus?**

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## When will I receive my bonus?

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## Will the bonus be subject to taxes?

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DISTRICT OF COLUMBIA  
PUBLIC SCHOOLS