



RIVERVIEW
 SCHOOL DISTRICT NO. 407
 32240 NE 50TH STREET
 CARNATION, WA 98014-6332
 (425) 844-4500 PHONE
 (425) 844-4502 FAX

"Building Bridges For The Future"

CONFIDENTIAL PROFESSIONAL REFERENCE FORM

IMPORTANT: This form is confidential. Please complete and return to Riverview School District. I understand that this is a confidential recommendation report. I hereby waive my right to see the recommendation. _____ Date _____

_____ has applied for a certificated teaching position in the Riverview School District. We request that you carefully evaluate the teaching experience of the applicant on the checklist below.

CATEGORY	Please rate the applicant in each of the following categories by comparing this individual with others of comparable training and experience	Upper 5%	Upper 10% but not Upper 5%	Upper 25% but not Upper 10%	Upper 50% but not Upper 25%	Lowest 50%	No Basis for Judgement
1. INSTRUCTIONAL SKILLS.	Plans and implements effective lessons; has knowledge of current approaches to teaching; applies new ideas and skills. Uses a variety of styles/methods when presenting lessons, which reflect planning and pacing skills appropriate to the student. Provides a learning environment that is relevant to the age and intended learning. Able to assess needs of students and prescribe programs appropriate to meet needs.						
2. RELATION TO STUDENTS.	Develops favorable relationships with students; exhibits empathy for students; is interested in their learning and welfare; responds to student needs; relates to students of varying socioeconomic, ethnic backgrounds, different learning styles, and various disabling conditions.						
3. MODELING APPROPRIATE BEHAVIOR.	Encourages respect and confidence of students, parents, and staff. Maintains professional demeanor, behavior, and attire. Models appropriate learning behaviors.						
4. ENTHUSIASM.	Displays overall optimism and zeal. Willing to be involved. Participates in district, as well as building projects and committee work. Uses facial expressions, body language, and presentation skills that demonstrate a caring and warmth toward students and an enthusiasm for the subject of learning.						
5. CLASSROOM MANAGEMENT.	Provides for large groups, small groups, and individual instruction; develops routines and procedures to increase academic learning time; provides an environment conducive to learning.						
6. DISCIPLINE.	Recognizes conditions which may lead to discipline problems; establishes clear parameters for student behavior; develops strategies to prevent discipline problems; responds appropriately when problems occur; assists students toward self-discipline.						
7. CLARITY OF EXPRESSION.	Understands, presents, and discusses concepts precisely, answers questions clearly. Writes effectively using appropriate grammar, spelling, and legible penmanship. Uses the voice appropriately by varying the volume and expressions according to the task.						
8. FLEXIBILITY.	Learns new concepts or ways of doing things willingly; cooperates with youth and adults; effectively uses various teaching styles; successfully teaches a variety of assignments; responds to constructive comments and supervision; works well with others in a team, faculty, or parent situation.						
9. COMMITMENT TO ACCOMPLISHMENT.	Exerts effort to attain goals; desires production results. Organizes ideas, time, materials, and space in a way so that accomplishment occurs. Demonstrates an attitude toward professional plans/goals; evidences "self-motivation." Is committed to student growth.						
10. OVERALL.							

Comments: _____

Name: _____ Signature: _____

Address: _____

Work Phone (_____) _____ Home Phone (_____) _____

What was your title/role at the time you worked with the applicant? _____

How frequently have you observed this person teaching students? _____

Thank you for your assistance.