



Confidential Employee Reference Form

26920 Pioneer Highway, Stanwood, WA 98292
 (360) 629-1200 FAX: (360) 629-1484

Applicant Directions: Complete the release information below and forward this form to your most recent supervisor(s).

I am an applicant for a certificated teaching position with the Stanwood-Camano School District. Please state your opinion of my abilities on this form. I hereby release and discharge the school district or company referenced herein, the Stanwood-Camano School District, and all of those who provide information about me from any liability as a result of furnishing and receiving this information.

 Print Full Legal Name

 Social Security Number

 Signature

 Date

Reference Directions: This reference is confidential and will not be shared with the applicant. Circle the appropriate response and complete the information. A rating of "9" on a 1-10 scale indicates that the candidate is at the 90th percentile (upper 10%); a rating of "5" places the candidate at the 50th percentile (about middle); and a rating of "1" places the candidate at the 10th percentile (lower 10%) as compared to other professionals with whom the evaluator has worked. Any specific comments that support your rating would be appreciated. Thank you for your time.

Attitudes and Beliefs

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|----|-----|
| 1 | Adapts to new situations readily and is flexible | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | N/A |
| 2 | Displays a commitment to education and high standards | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | N/A |
| 3 | Displays a high degree of professional ethics and moral character | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | N/A |
| 4 | Constantly seeks ways to improve professional skills | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | N/A |
| 5 | Assumes responsibility and carries out tasks efficiently | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | N/A |
| 6 | Embraces working with a team or collaborating with others | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | N/A |

Leadership

| | | | | | | | | | | | | |
|----|--|---|---|---|---|---|---|---|---|---|----|-----|
| 7 | Involved in school or district initiatives | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | N/A |
| 8 | Is an active and respectful participant in group discussions | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | N/A |
| 9 | Ability to make and be responsible for decisions | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | N/A |
| 10 | Presents a strong voice regarding the benefits of teaching to standards | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | N/A |
| 11 | Projects a relaxed and confident manner when leading or working in front of groups | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | N/A |

Qualities of Teaching

| | | | | | | | | | | | | |
|----|--|---|---|---|---|---|---|---|---|---|----|-----|
| 12 | Sets high expectations for student performance | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | N/A |
| 13 | Engages students at a high level | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | N/A |
| 14 | Uses differentiated instruction to build effective learning experiences for students | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | N/A |
| 15 | Presents students with challenging learning experiences | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | N/A |
| 16 | Curriculum design targets conceptual understanding | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | N/A |
| 17 | Understands the use of both formative and summative assessment | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | N/A |

(Continued)

| Communication | | | | | | | | | | | | |
|---------------|---|---|---|---|---|---|---|---|---|---|----|-----|
| 18 | Has strong verbal communication skills | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | N/A |
| 19 | Conveys written ideas clearly and effectively | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | N/A |
| 20 | Facilitates open communication and understanding between parents, students, staff, and supervisor | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | N/A |

| Student Advocacy | | | | | | | | | | | | |
|------------------|--|---|---|---|---|---|---|---|---|---|----|-----|
| 21 | Is respectful when working with students | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | N/A |
| 22 | Demonstrates ability to interact effectively with students of various ethnic backgrounds and students with special needs | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | N/A |
| 23 | Demonstrates a strong desire for student growth | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | N/A |
| 24 | Shows evidence that the needs of students drive management and instructional decisions | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | N/A |

| Classroom Management and Organization | | | | | | | | | | | | |
|---------------------------------------|--|---|---|---|---|---|---|---|---|---|----|-----|
| 25 | Uses effective strategies in changing student behavior | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | N/A |
| 26 | Organizes the classroom in a way that maximizes learning | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | N/A |
| 27 | Management strategies are instructional and support student growth and development | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | N/A |

| Overall Impression | | | | | | | | | | | | |
|--------------------|---|---|---|---|---|---|---|---|---|---|----|-----|
| 28 | Overall impression of this person's qualifications as a potential candidate for this position | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | N/A |

How long have you known this candidate and in what capacity? _____

In your opinion, what are the individual's greatest strengths? _____

In your opinion, what area(s) does this individual most need to improve or to grow professionally? _____

Has this person ever been on a Plan of Improvement, disciplined, or dismissed? _____

Comments: _____

| Reference Information (To be completed/signed by person providing reference): | | | |
|---|-------|--------|------------------|
| Printed Name of Individual Completing Form | Title | (____) | Telephone Number |
| School District/Company Name | | | |
| Address | City | State | Zip Code |
| Signature | Date | | |