

3. **Assessment/Evaluation:** Gathers and interprets data from individuals, groups or programs to evaluate needs and programs.
 - a. Explain nature and purpose of assessment in an understandable manner;
 - b. Demonstrates knowledge of theories, techniques and instruments used for assessment;
 - c. Follows confidentiality procedures;
 - d. Makes provisions for the attainment and evaluation of program goals;
 - e. Communicates effectively with school personnel, students, parents and the community.
4. **Intervention:** Delivers services to students and others to improve skills/functional disabilities or inform recipients of services.
 - a. Provides activities to foster the development of the whole child/student;
 - b. Demonstrates positive interpersonal relationships with students, education staff, parents and
 - c. Assist teachers and students in implementing plans/strategies;
 - d. Involves students in setting objectives;
 - e. Uses systematic processes to assess needs, plan interventions and evaluate outcomes.
5. **Collaboration:** Collaborates with school personnel, parents and the community to assist with and coordinate the delivery of services to students.
 - a. Presents information about services offered to students school personnel, parents, and the community;
 - b. Assist parents and student with individual needs to secure available services;
 - c. Creates a positive climate during consultation;
 - d. Serves on or leads multi disciplinary teams;
 - e. Respects values different from her/his own.
6. **Professional Development:** Facilitates professional development activities to achieve goals.
 - a. Seeks input from staff;
 - b. Plans, implements and evaluates professional development programs;
 - c. Disseminates information at meetings;
 - d. Develops procedures and provides training for school personnel, students and parents.
7. **Professional Responsibilities:** Develops and improves individual competence and skill in delivering services consistent with standards.
 - a. Behaves in an ethical manner;
 - b. Demonstrates understanding of own professional limitations;
 - c. Disseminates information at meetings;
 - d. Keeps appointments and follows up with commitments;
 - e. Adheres to established regulations, policies, rules and laws;
 - f. Commands respect by example in appearance, manners, behavior and language.
8. **Technology Standards:** Demonstrates competency and knowledge in the implementation of technology standards identified by West Virginia Board of Education policies, which are based on the International Society for Technology in Education (ISTE) Standards.
 - a. Demonstrates a sound understanding of technology operations and concepts;
 - b. Applies technology to facilitate a variety of effective assessment and evaluation strategies;
 - c. Uses technology to enhance productivity and professional practice;
 - d. Understands the social, ethical, legal and human issues surrounding use of technology in PK-12 schools and applies that understanding in practice.

Equal Employment Opportunity: As required by Federal law and regulations, the Preston County Board of Education and the County Office do not discriminate on the basis of sex, religion, race, color, disability, age or national origin in employment or in its education programs and activities. Inquiries may be referred to the Title IX Coordinator, Preston County Schools, 300 Preston Drive, Kingwood WV 26537, Telephone 304 329-0580, or to the United States Department of Education Director of the Offices for Civil Rights.