

## CITE – Audiologist LSSP

<b>Standard 1- EXPERTISE: Audiologist demonstrates World Class expertise in the domain of audiology.</b>
<b>1.1 Audiologist LSSP demonstrates expertise in Audiology while facilitating student mastery of World Class Outcomes or goals from other identified plans (including IEP).</b>
④ Highly Effective ③ Effective ② Partially Effective ① Ineffective
<b>HE:</b> Audiologist LSSP demonstrates expertise in ALL of the following areas: practices that are aligned with the Colorado Audiology Standards of Practice, the auditory system, implications for learning, effective interventions and strategies to reduce barriers to communication and learning, and classroom acoustics.
<b>E:</b> Audiologist LSSP demonstrates strong knowledge in ALL of the following areas: practices that are aligned with the Colorado Audiology Standards of Practice, the auditory system, implications for learning, effective interventions and strategies to reduce barriers to communication and learning, and classroom acoustics.
<b>PE:</b> Audiologist LSSP demonstrates knowledge in most of the following areas: practices that are aligned with the Colorado Audiology Standards of Practice, the auditory system, implications for learning, effective interventions and strategies to reduce barriers to communication and learning, and classroom acoustics.
<b>I:</b> Audiologist LSSP demonstrates knowledge in some of the following areas: practices that are aligned with the Colorado Audiology Standards of Practice, the auditory system, implications for learning, effective interventions and strategies to reduce barriers to communication and learning, and classroom acoustics.
<b>1.2 Audiologist provides services aligned with Federal and State Guidelines, Colorado Audiology Standards of Practice, and the individual needs of students.</b>
4 Point Matrix
<b>HE:</b> Audiologist LSSP collaborates with multidisciplinary team in the development of auditory access solutions, IEP plans, 504's, and IEP assessments in accordance with Colorado Audiology Standards of Practice.
<b>E:</b> Audiologist LSSP develops auditory access solutions, IEP plans, 504's, and IEP assessments in accordance with Colorado Audiology Standards of Practice.
<b>PE:</b> Audiologist LSSP participates in the development of auditory access solutions, IEP plans, 504's, and IEP assessments in accordance with Colorado Audiology Standards of Practice.
<b>I:</b> Audiologist LSSP maintains their special service provider license and audiology licensure as required by law.
<b>1.3 Audiologist integrates evidence-based interventions and research findings into their audiology practice.</b>
4 Point Matrix
<b>HE:</b> Audiologist LSSP shares clinical updates and/or research findings and the integration/extension of these findings in their audiology practice with colleagues and/or peers.
<b>E:</b> Audiologist LSSP shares clinical updates and research findings with colleagues and/or peers.
<b>PE:</b> Audiologist LSSP utilizes clinical guidelines and evidence-based interventions in providing audiology services.
<b>I:</b> Audiologist LSSP does not consistently use evidence-based research in their audiology practice.
<b>1.4 Audiologist provides services that reflect the interconnectedness of home, school and community influences on student learning.</b>
4 Point Matrix
<b>HE:</b> Audiologist LSSP proactively consults/collaborates with private service providers, stakeholders and/or community agencies to facilitate access to community resources and plans/provides training that incorporates feedback from home, school, and medical community.
<b>E:</b> Audiologist LSSP formulates and recommends auditory access solutions, and provides training that incorporates feedback from home, school and medical community.
<b>PE:</b> Audiologist LSSP recommends auditory access solutions and provides appropriate training.
<b>I:</b> Audiologist LSSP does not recommend auditory access solutions or provide training.
<b>Standard 2- ASSESSMENT: Audiologist LSSP uses assessments to determine students' hearing acuity for educational programming and to promote access and mastery toward World Class Outcomes (goals).</b>
<b>2.1 Audiologist LSSP develops and implements evidence based assessments to identify, diagnose, and monitor hearing and related disorders.</b>
④ Highly Effective ③ Effective ② Partially Effective ① Ineffective
<b>HE:</b> Audiologist LSSP conducts formative assessments to identify and assess auditory deficits and their implications in order to collaborate with multidisciplinary teams and private/medical service providers. (e.g. mass school screenings, sound booth

testing, functional testing in the classroom, follow up communication with private/medical providers and observation).
<b>E:</b> Audiologist LSSP conducts formative assessments to identify and assess auditory deficits and their implications (e.g. mass school screenings, sound booth testing, functional testing in the classroom, and observation).
<b>PE:</b> Audiologist LSSP conducts formative assessments to identify and assess auditory deficits. (e.g. mass school screenings, sound booth testing).
<b>I:</b> Audiologist LSSP conducts minimal assessments to identify and assess auditory deficits.
<b>2.2 Audiologist LSSP uses assessment data to make recommendations for hearing/audiological accommodations for students to access instruction for World Class Outcomes.</b>
4 Point Matrix
<b>HE:</b> Audiologist LSSP uses multiple sources of assessment data to collaborate with multidisciplinary team in order to make optimal recommendations for hearing/audiological accommodations to access instruction.
<b>E:</b> Audiologist LSSP uses multiple sources of assessment data to make individualized recommendations for hearing/audiological accommodations to access instruction.
<b>PE:</b> Audiologist LSSP uses assessment data to make generic recommendations for hearing/audiological accommodations.
<b>I:</b> Audiologist LSSP uses minimal assessment data to make limited recommendations for hearing/audiological accommodations..
<b>2.3 Audiologist LSSP documents student assessments and equipment maintenance.</b>
4 Point Matrix
<b>HE:</b> Audiologist LSSP continuously improves methods of maintaining student hearing health records, and exceeds requirements for audiology equipment maintenance (e.g. calibration, repairs, replacements) in accordance with Federal and State guidelines and Colorado Audiology Standards of Practice.
<b>E:</b> Audiologist LSSP maintains student hearing health records in an organized and systematic manner and maintains all audiology equipment (e.g. calibration, repairs, replacements) in accordance with Federal and State guidelines and Colorado Audiology Standards of Practice.
<b>PE:</b> Audiologist LSSP maintains student hearing health records and inconsistently maintains audiology equipment.
<b>I:</b> Audiologist LSSP maintains minimal records of services provided to students and/or does not properly maintain equipment.
<b>2.4 Audiologist LSSP provides students and stakeholders with specific, timely and individualized assessment feedback based on student needs.</b>
4 Point Matrix
<b>HE:</b> Audiologist LSSP collaborates with students and/or multidisciplinary team to provide individualized feedback based on assessment data to increase access and support progress toward mastery of World Class Outcomes.
<b>E:</b> Audiologist LSSP provides individualized feedback based on assessment data to increase access and support progress toward mastery of World Class Outcomes.
<b>PE:</b> Audiologist LSSP provides generic feedback based on assessment data. Feedback lacks individualization and is repeated for multiple students.
<b>I:</b> Audiologist LSSP provides feedback as required, or minimal to no feedback to students and/or stakeholders.
<b>2.5 Audiologist LSSP adjusts their practices based on analysis of student learning and progress toward mastery of World Class Outcomes.</b>
4 Point Matrix
<b>HE:</b> Audiologist LSSP collaborates with students and/or multidisciplinary team to analyze data (student learning, progress toward goals, etc.) and integrates innovative and/or improved practices/recommendations to support outcomes for students, including 504 and IEP.
<b>E:</b> Audiologist LSSP analyzes data (student learning, progress toward goals, etc.) and identifies innovative and/or improved practices/recommendations to support outcomes for students, including 504 and IEP.
<b>PE:</b> Audiologist LSSP analyzes data (hearing health records) and provides generic recommendations to support outcomes for students, including 504 and IEP.
<b>I:</b> Audiologist LSSP uses minimal assessment data to provide limited recommendations, enhance practices and improve student outcomes.
<b>Standard 3- INSTRUCTION: Audiologist LSSP plans, collaborates, delivers and/or monitors audiological services to promote mastery of World Class Outcomes.</b>
<b>3.1 Audiologist LSSP provides audiological services and/or specially designed instruction appropriate for the levels of intellectual, communicative, social and emotional development of their students.</b>

4 Point Matrix
<b>HE:</b> Audiologist LSSP develops relationships, educates stakeholders, and empowers students by incorporating them in the management of their hearing health and/or auditory needs to achieve World Class Outcomes.
<b>E:</b> Audiologist LSSP educates stakeholders and encourages students by incorporating them in the management of the student hearing health and/or auditory needs to advocate for their attainment of World Class Outcomes.
<b>PE:</b> Audiologist LSSP educates students and stakeholders regarding hearing health and/or auditory needs.
<b>I:</b> Audiologist LSSP minimally educates students and stakeholders regarding hearing health and/or auditory needs.
<b>3.2 Audiologist LSSP uses data to inform services/instruction and promote auditory access for mastery of World Class Outcomes (goals).</b>
4 Point Matrix
<b>HE:</b> Audiologist LSSP collaborates with multidisciplinary team to analyze multiple sources of data and identifies individualized service/instruction practices and personalized hearing and/or auditory access that support the attainment of World Class Outcomes or goals.
<b>E:</b> Audiologist LSSP analyzes multiple sources of data to individualize hearing and/or auditory access to support the mastery of World Class Outcomes or goals.
<b>PE:</b> Audiologist LSSP uses some sources of data to promote hearing and/or auditory access.
<b>I:</b> Audiologist LSSP reviews data to support hearing and/or auditory access.
<b>3.3 Audiologist LSSP communicates effectively with stakeholders and students regarding their hearing and/or auditory access needs.</b>
4 Point Matrix
<b>HE:</b> Audiologist LSSP utilizes multiple methods and/or approaches to communicate with students and stakeholders with consideration of student's specific developmental and language level to articulate the plan for attaining auditory access (e.g. at home, in classroom, unstructured learning times, etc.).
<b>E:</b> Audiologist LSSP communicates with students and stakeholders with consideration of student's specific developmental and language level to articulate the plan for attaining auditory access (e.g. at home, in classroom, unstructured learning times, etc.).
<b>PE:</b> Audiologist LSSP communicates with stakeholders regarding their hearing and/or auditory access needs.
<b>I:</b> Audiologist LSSP provides feedback as required, or minimal to no feedback to students and/or stakeholders.
<b>3.4 Audiologist LSSP integrates World Class tools to promote mastery toward World Class Outcomes.</b>
4 Point Matrix
<b>HE:</b> Audiologist LSSP collaborates with students and multidisciplinary team to develop/identify technology-based, world-class tools for students to best construct and access their learning and demonstrate mastery of World Class Outcomes. Audiologist LSSP demonstrates expertise in the identification and use of hearing assistive technology (HAT), and trains others in their application.
<b>E:</b> Audiologist LSSP identifies technology-based, world-class tools for students to best construct and access their learning and demonstrate mastery of World Class Outcomes. Audiologist LSSP demonstrates expertise in the identification and use of hearing assistive technology (HAT).
<b>PE:</b> Audiologist LSSP identifies hearing assistive technology (HAT) specific to the student's individual needs.
<b>I:</b> Audiologist LSSP promotes, recommends and/or issues personal and hearing assistive technology (HAT) and provides initial support to stakeholders.
<b>Standard 4 – CULTURE &amp; CLIMATE: Audiologist LSSP models and collaborates with students and stakeholders to create a safe and respectful environment.</b>
<b>4.1 Audiologist LSSP supports and collaborates with students and stakeholders to create an environment that is safe.</b>
④ Highly Effective ③ Effective ② Partially Effective ① Ineffective
<b>HE:</b> Audiologist LSSP collaborates with students and stakeholders to construct and maintain a learning environment that is both physically and emotionally safe.
<b>E:</b> Audiologist LSSP facilitates an environment that is both physically and emotionally safe.
<b>PE:</b> Audiologist LSSP presents rules to achieve a learning environment that is physically and emotionally safe.
<b>I:</b> The learning environment is not physically or emotionally safe.
<b>4.2 Audiologist LSSP fosters an accessible environment.</b>
④ Highly Effective ③ Effective ② Partially Effective ① Ineffective
<b>HE:</b> Audiologist LSSP collaborates with students and multidisciplinary team to promote full access to auditory and spoken

information in their educational environment (regardless of mode of communication).
<b>E:</b> Audiologist LSSP collaborates with students and stakeholders to promote reasonable access to auditory and spoken information in their educational environment.
<b>PE:</b> Audiologist LSSP supports access to auditory and spoken information in their educational environment.
<b>I:</b> Audiologist LSSP minimally supports access to auditory and spoken information in their educational environment.
<b>4.3 Audiologist LSSP engages students as unique individuals with diverse backgrounds, interests, strengths and needs.</b>
4 Point Matrix
<b>HE:</b> Audiologist LSSP collaborates with students and multidisciplinary team to develop plans for students (e.g. 504, IEP) including their strengths and needs as unique individuals.
<b>E:</b> Audiologist LSSP develops plans for students (e.g. 504, IEP) including their individual strengths and needs.
<b>PE:</b> Audiologist LSSP develops plans for students (e.g. 504, IEP) with minimal individualization of students strengths and needs.
<b>I:</b> Audiologist LSSP develops minimal plans for students (e.g. 504, IEP).
<b>4.4 Audiologist LSSP uses culturally sensitive tools, assessments, and resources.</b>
④ Highly Effective ③ Effective ② Partially Effective ① Ineffective
<b>HE:</b> Audiologist LSSP creates/selects/uses multiple tools, assessments and/or resources that are culturally appropriate and sensitive to diversity among students to develop recommendations and/or implement prevention/intervention programs.
<b>E:</b> Audiologist LSSP uses/adapts tools, assessments and resources that are culturally appropriate to develop recommendations and/or implement intervention programs.
<b>PE:</b> Audiologist LSSP uses tools, assessments, and resources that are culturally appropriate.
<b>I:</b> Audiologist LSSP uses tools, assessments, and resources with little to no cultural sensitivity.
<b>4.5 Audiologist LSSP models and establishes positive relationships with all students and stakeholders.</b>
④ Highly Effective ③ Effective ② Partially Effective ① Ineffective
<b>HE:</b> Audiologist LSSP respectfully interacts with every student and stakeholder as an individual and differentiates their interactions based on their knowledge of each student.
<b>E:</b> Audiologist LSSP respectfully interacts with all students and stakeholders.
<b>PE:</b> Audiologist LSSP creates a learning environment that encourages and builds positive relationships with most students and stakeholders.
<b>I:</b> Audiologist LSSP creates a learning environment where students and stakeholders are directed to interact respectfully.
<b>Standard 5 – PROFESSIONALISM: Audiologist LSSP demonstrates professional growth and development, leadership, and professionalism.</b>
<b>5.1 Audiologist LSSP works collaboratively with colleagues for the benefit of students.</b>
4 Point Matrix
<b>HE:</b> Audiologist LSSP initiates/leads collaborative teams that include all colleagues who support that student to provide high quality, integrated wrap-around support. Audiologist LSSP works with school teams/administration to provide enriched opportunities for students.
<b>E:</b> Audiologist LSSP participates on collaborative teams that include the colleagues who support that student to provide high quality, integrated wrap-around support. Audiologist LSSP works with school teams/administration to provide enriched opportunities for students.
<b>PE:</b> Audiologist LSSP participates at various meetings, and maintains a positive, productive and respectful relationship with colleagues.
<b>I:</b> Audiologist LSSP participates as required, and collaboration with colleagues is limited to cordial relationships.
<b>5.2 Audiologist LSSP creates a professional growth plan that is aligned to growth areas identified through Balanced Assessment System, teacher evaluation, World Class Education Targets, and/or Professional Pathway goals.</b>
④ Highly Effective ③ Effective ② Partially Effective ① Ineffective
<b>HE:</b> Audiologist LSSP creates a professional growth plan based on prioritized needs identified in CITE, World Class Targets, Professional Pathways, the school UIP, and school goals that are aligned to the district strategic plan – specifically, the DCSD learning progression.
<b>E:</b> Audiologist LSSP creates a professional growth plan based on prioritized needs identified in CITE, the school UIP, and school goals that are aligned to the district strategic plan – specifically, the DCSD learning progression.

**PE:** Audiologist LSSP creates a professional growth plan aimed at acquiring new skills to improve learning that is related to CITE, the school UIP, and school goals that are aligned to the district strategic plan – specifically, the DCSD learning progression.

**I:** Audiologist LSSP creates a professional growth plan unrelated to CITE, the school UIP, and school goals that are aligned to the district strategic plan – specifically, the DCSD learning progression.

**5.3 Audiologist LSSP demonstrates application of professional learning in practice.**

④ Highly Effective ③ Effective ② Partially Effective ① Ineffective

**HE:** Audiologist LSSP engages in professional development opportunities aligned to current research and professional growth plan, shares new learning with colleagues to improve teaching practice, and successfully implements and measures impact of all professional development in practice.

**E:** Audiologist LSSP engages in professional development opportunities aligned to current research and professional growth plan, shares new learning with colleagues, and implements professional development in practice.

**PE:** Audiologist LSSP implements new knowledge or skills learned through professional development.

**I:** Audiologist LSSP participates in low-level or limited professional development and/or links professional development to professional practice on a limited basis.

**5.4 Audiologist LSSP demonstrates professional and ethical conduct including following all laws, district policies and department procedures.**

④ Highly Effective ③ Effective ② Partially Effective ① Ineffective

**HE:** Audiologist LSSP leads and models professional behavior within the building and throughout the district and community.

**E:** Audiologist LSSP demonstrates professional behavior in meeting all expectations, both legal and school/district.

**PE:** Audiologist LSSP is compliant with legal and department/district expectations.

**I:** Audiologist LSSP does not meet legal and department/district expectations.

Multidisciplinary team includes all connected school-level special education providers, general education teachers, assistants, and other specialists related to students' IEP