Step 1  
Review Growth Rubric for Speech/Language Pathologist

Step 2  
Develop SMART Goals Based Upon Previous Year’s Feedback

Step 3  
Collect Evidence Aligned to the Growth Rubric

Step 4  
Align Collected Evidence to the Growth Rubric

Step 5  
Plan/Schedule Observations Based on Evidence Collected & SMART goals

Step 6  
Sort Evidence & Score Standards based on Additional Evidence Collected During Visit

Step 7  
Determine one to Three High Leverage Feedback Pieces

Step 8  
Plan Powerful Feedback Conversation

Step 9  
Deliver Feedback Conversation

Step 10  
Record Summative Score

Mississippi Speech/Language Pathologist Professional Growth Cycle

This process should be used at least three (3) times during a school year. At the conclusion of both opportunities for growth, the school should provide a summative score of the speech/language pathologist’s effectiveness.

Office of Educator Effectiveness  
https://www.mdek12.org/OEE/Speech