BELLEVUE SCHOOL DISTRICT
CERTIFICATED RECOMMENDATION/REFERENCE FORM

(Name) _____ has applied for a certificated teaching or similar position in the Bellevue School District. Please carefully evaluate the candidate's experience based on your experience with the candidate.

I have observed this candidate: ☐ never ☐ informally ☐ formally How often? _____ During what time frames _____

How do you know this person? _____ Nature of relationship: ☐ Supervisor (Preferred) ☐ Co-Worker

How long have you known this candidate? _____

Category	Outstanding----------Unacceptable					No basis for judgment
Instructional Skill – Includes: plans/implements/individualizes effective lessons; makes lessons interesting and challenging.	5	4	3	2	1	0
Classroom Management – Includes: skill in a variety of instructional strategies; provides environment conducive to learning; imposes disciplinary intervention when needed.	5	4	3	2	1	0
Professional Knowledge – Includes: demonstrates a depth and breadth of knowledge of theory and content in general education and subject matter specialization(s).	5	4	3	2	1	0
Relation to Students, Staff and Parents – Includes: relates in a professional manner to students, parents and staff; exhibits behaviors that are constructive to finding good solutions.	5	4	3	2	1	0
Sensitivity to Diversity – Includes: awareness of and sensitivity to individuals with disabilities as well as cultural, ethnic, socioeconomic and gender differences.	5	4	3	2	1	0
Teamwork – Includes: works well with a variety of staff/parents/students in a team situation; accepts fair share of responsibilities.	5	4	3	2	1	0
Communication Skills – Includes: clarity of oral and written expression; non-defensive; listening skills; seeks understanding; maintains confidentiality.	5	4	3	2	1	0
Flexibility – Includes: adaptive; willing to learn new concepts; cooperative; incorporates new technology and other new approaches; eager to grow professionally.	5	4	3	2	1	0
Enthusiasm – Includes: optimism and zeal for education; maintains sense of humor; promotes involvement of others; eager to support student achievement.	5	4	3	2	1	0
Commitment to Accomplishment – Includes: goal/mission orientation; organization; initiative; evidence of past and current success; follows through.	5	4	3	2	1	0

Would you recommend this candidate? ☐ Yes ☐ No ☐ With qualifications

Comments: _____

_____

Name: _____ Signature: _____

Title/Role When You Worked With This Candidate: _____ Location: _____

Office Phone: _____ Home Phone: _____ Date: _____

IMPORTANT: Please return completed form directly to:

Bellevue School District
Human Resources Office
P. O. Box 90010
Bellevue, WA 98009-9010

Email: HR.Info@bsd405.org

Fax: 425-456-4078

The Bellevue School District is an equal opportunity employer.