

**PERFORMANCE APPRAISAL  
ADMINISTRATIVE/SUPPORT STAFF**

**EVALUATION PERIOD: END OF YEAR**

Employee's Name: <b>Dr. Dan Pezzulo</b>		Position Title: <b>School Psychologist</b>
Date: <b>June 18, 2014</b>	Dept: <b>SSA</b>	Original Hire Date: <b>08/2009</b> Position Hire Date (if different from above): <b>        </b>
Has the employee's job changed significantly during this evaluation period? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If Yes, please describe the changes and attach the updated job description: <b>        </b>		
Supervisor- Review Assessment Criteria <input checked="" type="checkbox"/> Review Job Description <input checked="" type="checkbox"/> Answer Employee Handbook Questions <input checked="" type="checkbox"/>		

**SECTION I: ASSESSMENT OF JOB PERFORMANCE**

Assessment Criteria

- 0 Does not meet job responsibilities/ expectations (0-69 performance standard)
- 1 Meets minimal job responsibilities/ expectations (70-79 performance standard)
- 2 Meets job responsibilities/ expectations (80-89 performance standard)
- 3 Exceeds job responsibilities/ expectations (90-100 performance standard)

**A. Quality of Work**

Employee demonstrates competence in required job skills and position responsibilities.

0  1  2  3

COMMENTS: Dr. Dan meets all of his required job skills and position responsibilities. He is stellar when working remotely with families and adds his own brand of excellence when working face to face with families or attorneys. Attention to detail as with any position is one that constantly needs to be worked on as in the area of which Dan is a member of it is the smallest details that can get the organization into a litigious situation

**B. Productivity**

Employee manages tasks with available resources as efficiently as possible.

0  1  2  3

COMMENTS: Dr. Dan effectively works with the resources available and is always willing to go the extra mile to make sure tasks are completed. He ensures that timelines are met and is efficient in providing quality work even when hit with those items that are rushed due to special circumstances.

**C1. Teamwork (Non-Supervisory Staff)**

Employee is a team player and offers assistance to others, relative to their position responsibilities and at the discretion of their supervisor. Contributes to the school community.

-or-

**C2. Supervision and Team Development (Supervisory Staff)**

Supervisor enforces school policies, processes and procedures. Supervisor encourages his/her staff to develop professionally. Supervisor possesses strong ability to motivate and lead the team and strives to meet and achieve departmental and organizational goals.

0 <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input checked="" type="radio"/>
<p>COMMENTS: Dr. Dan is a team player who puts the student first. He ensures that all members of any team that he participates in is well-versed in the results of assessments, overarching ideas and goals for students. He is always available to consult with staff prior to and/or after meetings so that clear concise information is disseminated. He is also available to the families and they do feel supported in the respect that he makes them part of the team.</p>
<p><b>D. Communication/ Customer Service</b> Employee understands the needs of both internal and external constituents (parents, students, employees, vendors, etc.). Employee communicates clearly (both oral and written) and interacts professionally with others.</p>
0 <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input checked="" type="radio"/>
<p>COMMENTS: Dr. Dan communicates effectively with all constituents in regard to the school and the needs of the students. He is an excellent source of information for those families who are just beginning the special education process and makes it a time of support instead of a time to fear. This is a true area of strength for Dan as he is the type of school psychologist a virtual school needs and searches for. Dan goes over and above to ensure that all families in the school receive the same level of support from him even if they are not a special education student.</p>
<p><b>E. Dependability</b> Employee is punctual and ready to work upon arrival. Employee actively follows through on tasks and follows up on outstanding issues. Employee keeps supervisor informed, as necessary.</p>
0 <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input checked="" type="radio"/>
<p>COMMENTS: Dr. Dan is always ready to work and follows up on all outstanding tasks. He keeps the Dean informed as needed and also ensures that all outstanding issues are taken care of.</p>
<p><b>F. Independence and Escalation</b> Employee is willing to take action without direction and knows when to take such action. Employee escalates appropriately.</p>
0 <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input checked="" type="radio"/> 3 <input type="checkbox"/>
<p>COMMENTS: Dr. Dan knows when to take and when not to take action without direction. He escalates properly to the correct persons.</p>
<p><b>G. Initiative</b> Employee seeks out new and better ways of accomplishing a task, seeks out new responsibilities and seeks to solve problems.</p>
0 <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input checked="" type="radio"/> 3 <input type="checkbox"/>
<p>COMMENTS: Dr. Dan works to find new and better ways to accomplish tasks and is an avid problem-solver.</p>
<p><b>H. Professional Learning &amp; Growth</b> Employee develops short-term and long-term professional goals. Employee seeks opportunities to enhance their professional growth. Employee shares best practices.</p>
0 <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input checked="" type="radio"/>
<p>COMMENTS: Dr. Dan sets professional goals for himself and diligently works to achieve them. He is always willing to find professional opportunities that indeed with enhance his growth but also the school population. He is willing to provide any professional learning that is needed in the area of Special Education. He also helps in the overall learning of the parent by providing clear, concise but empathetic results to multi-disciplinary evaluations.</p>

<p><b>I. PA Virtual Knowledge</b> Employee adheres to the schools policies and procedures and stays up-to-date with policy and procedural changes. Employee is familiar with the appropriate technology systems and applications used in the school. Employee has knowledge of department and its function within the school and understands the mission, vision and values of the school.</p>
0 <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input checked="" type="radio"/> 3 <input type="checkbox"/>
<p>COMMENTS: Dr. Dan adheres to school policies and procedures. He is familiar with all technological areas and understands and embraces the mission and vision of the school.</p>

<b>SECTION IV: NARRATIVE</b>	
General Comments (Project Goals, PD Goals, Specific Concerns, Accomplishments)	
Dr. Dan provides great support to our teachers, staff, students and families in the area of special education in helping them understand findings and assimilate those findings into a working plan for students. He is empathetic and caring which makes the families feel valued as they work through how to best support their student. He is a valued member of the PA Virtual community and should be commended for his work with the families to ensure that they understand the special education process and also that they are welcomed gently in the world of evaluation	

Supervisor's Signature: *Darla S. Posney*  
Print Name: Darla Posney  
Date: 6/18/14

EMPLOYEE ACKNOWLEDGEMENT OF RECEIPT & REVIEW:  
My signature signifies that I have been advised of my performance and have been given the opportunity to respond/rebut.

Employee's Signature: *Dr. Dan Pezzulo*  
Print Name: Dr. Dan Pezzulo  
Date: 6/18/14

March 21, 2001

To whom It may concern:

We recently had an opportunity to interact with Dr. Pezzulo about our child's gifted evaluation. We found him to be extremely knowledgeable and professional. We felt that he made every effort, not only to listen, but more importantly, to understand our concerns.

He was very thorough and able to specifically answer our questions. In the rare instance when he didn't have information readily available, he followed up with prompt phone calls to supply us with answers. It was obvious that his training and background have provided him with excellent mediation and problem solving skills. It was also especially notable that he has a clear understanding of Gateway policies, state code, and how the process of testing our children's intellect fit within those frameworks.

He has a talent for blending his professional ethics and administrative responsibility with compassion and fairness. He reflected respect to us as parents and great concern for our child. We believe that he would be a tremendous addition to the Gateway School District's staff.

Respectfully,



Michael and Minerva White

( We have been residents of Monroeville since 1994 and we currently have 4 children enrolled in Gateway schools.)



 Reply  Reply to all  Forward   X  Close  Help

From: Williams, Sherry  
To: Pezzulo, Dan  
Cc:  
Subject: farewell  
Attachments:

Sent: Fri 11/14/2008 2:32 PM

[View As Web Page](#)

Dan,

I wish you would have interrupted my class to say goodbye. Also, I am sorry you cannot make it for a drink tonight. A rain check will always be here, waiting for whenever you can make it. My best to your wife for a quick recovery.

Please know that I will miss you - we all will. You were a bright spot in this district, not just for me, but for all of the kids you worked so hard to understand and whose lives you most assuredly improved because of your recommendations, your professionalism, and especially your kindness. You have a gift, Dan.

Please stay in touch.

Sincerely,

Sherry Williams

## II CURRENT ASSESSMENT

ORGANIZATION STANDARDS/EXPECTATIONS MET						
JOB SPECIFIC SKILLS	0-69% Below Expectations	70-79% Minimally Meets Expectations	80-89% Meets Expectations	90-95% Exceeds Expectations	96-100% Exemplary	COMMENTS
<i>Leadership</i>					X	Dr. Pezzulo has been able to provide a quiet leadership to all that ensures that what may be a painful or threatening experience for family is one that all can come away with knowing that the student is at the heart of all that was done
<i>Development of Area Served</i>					X	Dr. Pezzulo is a valued member of the PA Virtual Community and has ensured that the school psychologist role at the school is one we couldn't do without.
<i>Organization &amp; Time Management</i>				X		
<i>Monitors and Supports Teachers</i>					X	Dr. Pezzulo is a caring individual who has been able to support the teachers in learning more about special education but also about the needs of various students. He has helped the teachers realize the credo that each student should be treated as if they are the ONLY student.
<i>Parent Support</i>					X	Dr. Pezzulo provides exemplary support to the families as he is warm, caring and is committed to spend the time needed to ensure that the families are comfortable with whatever

						decision the team makes.
<i>Problem Solving</i>					X	
<i>Consistency</i>				X		
<i>Collaboration</i>					X	
<i>Meets Job expectations according to job description</i>				X		
<i>Self-Reliance</i>					X	
<i>Self Discipline</i>					X	
<i>Meets Deadlines</i>				X		
<i>Capitalizes on Opportunities</i>				X		
<i>Handles Constructive Criticism</i>				X		
<i>Works with and Supports Administrative Team</i>					X	Dr. Pezzulo supports the administrative team in ensuring that all policies and procedures are followed
<i>Escalates when Necessary</i>				X		
<i>Meets targeted goals and expectations of position</i>					X	Dr. Pezzulo has exceeded the expectations of his position
<i>Handling of Tough Problems</i>					X	
<i>Self-Confidence</i>					X	
<i>Open to Suggestions &amp; New Ideas</i>				X		
<i>Exhibits a professional attitude</i>					X	
<i>Promotes the Mission of PAVCS</i>					X	It is evident from all that he does that Dr. Pezzulo values the mission of PA Virtual and also promotes its mission of success for all children

Marcella T. Manning  
104 Ashbury Court  
Monroeville, PA 15146

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## Letter of Commendation

Dear Dr. Pezzulo,

I am writing a Letter of Commendation for your permanent file. I want to recognize you for your part in solving the mystery of Miles' problem behaviors and implement a solution that I feel will prove to be a major(positive)event in his life.

I especially appreciate the work you did with Ms. Burkhart, me, and Miles regarding "Choices." He has not only grasped the concept, but embraced it. I want to illustrate how I think this is most important.

As you know, you recommended that Miles be evaluated for Attention Deficit Disorder, even though the "tests" did not point in that direction. As parents, Charles and I wanted medication to be the "last resort." So, we tried everything else first, then with only a couple of weeks of school left, I took Miles to our pediatrician and showed her the test results, his behavior book, the choices forms, etc. and asked for a two week trial of medication for ADD.

I did not tell anyone at school that Miles was taking the medicine. On the very first day of medication, the Choices Form, showed all "smiley faces" and the comments were "it was like having a different child..." Every single day for the rest of the year, were days of "good behavior." I was shocked by the dramatic difference in his school behavior. At home, his behavior did not seem to be different.

When Ms. Taylor and Ms. Burkhart asked Miles what was different, why did he do so well, Miles said, "I just chose to have a good day." This is what I consider even more significant than the fact that the medication worked...because of the groundwork laid with the "choices behavior modification" approach, Miles believed that *HE* was responsible for the improvement.

We still have some issues to work through regarding dosage, stomach pains, and weight loss due to loss of appetite, but I am convinced that we have solved the mystery of Miles' behavior.

I look forward to getting off to a good start in second grade. I am hoping that Miles will grow to enjoy school, as well as continue to have academic success.

Have a great summer..

Sincerely,



Marcella T. Manning  
Miles Manning's mom

.....



## III. CURRENT ASSESSMENT

ORGANIZATION STANDARDS/EXPECTATIONS MET						
JOB SPECIFIC SKILLS	0-69% Below Expectations	70-79% Minimally Meets Expectations	80-89% Meets Expectations	90-95% Exceeds Expectations	96-100% Exemplary	COMMENTS
<i>Leadership</i>				X		Dr. Pezzulo has made it evident that he is able to lead and is gaining the expertise in the virtual learning environment. He has begun to help the SPED department codify processes and procedures for evaluation reports etc.
<i>Development of Area Served</i>				X		In a short period of time Dr. Pezzulo has put into place ideas that have further developed the school psychology area
<i>Organization &amp; Time Management</i>				X		Dr. Pezzulo manages his time well and is organized in all that he does
<i>Monitors and Supports Teachers</i>				X		Dr. Pezzulo is willing to give of his time to the teachers to ensure that they understand the evaluation process
<i>Parent Support</i>					X	Dr. Pezzulo provides exemplary parent support. This is an area of strength that Dr. Pezzulo possesses that PAVCS had been lacking in the past for the RTII initiative
<i>Problem Solving</i>					X	Dr. Pezzulo utilizes his problem solving skills to the highest degree
<i>Consistency</i>				X		Dr. Pezzulo's work is consistent as is his dealings with the staff both at PAVCS and in other venues

<i>Knowledge of Curriculum</i>					X	While the K12 curriculum is important, Dr. Pezzulo's knowledge in the area of school psychology is exemplary
<i>Self-Reliance</i>					X	In the virtual world one must rely upon themselves and Dr. Pezzulo excels in this area
<i>Self-Discipline</i>					X	Dr. Pezzulo exercises exemplary self discipline in this virtual environment
<i>Meets Deadlines</i>					X	Dr. Pezzulo consistently meets deadlines
<i>Capitalizes on Opportunities</i>				X		Dr. Pezzulo has grown in this area and it is evident in his taking on Catapult and working to provide what we as a school desires
<i>Handles Constructive Criticism</i>				X		Dr. Pezzulo accepts productive feedback
<i>Works with and Supports Administrative Team</i>					X	Dr. Pezzulo's exemplary support of the administrative team is appreciated
<i>Escalates when Necessary</i>				X		Dr. Pezzulo does escalate when necessary
<i>Handling of Tough Problems</i>					X	Dr. Pezzulo is not afraid to handle any tough problem
<i>Self-Confidence</i>					X	Dr. Pezzulo is confident in his role of the virtual school psychologist
<i>Open to Suggestions &amp; New Ideas</i>				X		Dr. Pezzulo is open to new ideas and suggestions in his position
<i>Professionalism</i>					X	Dr. Pezzulo is professional in his dealings with the staff and parents
<i>Promotes the Mission of PAVCS</i>					X	Dr. Pezzulo promotes the mission and vision of PAVCS in his work.



◆ Continuing Education and Training ◆

June 20, 1998

Daniel Pezzulo  
234 Carriage Boulevard  
Pittsburgh, PA 15239

Dear Dan:

Thank you again for your willingness to teach the Fundamentals seminar in Ohio and Pennsylvania. I have included a summary of the final numbers for each of the programs:

	Cleveland	Columbus	Pittsburgh
Content	4.3	4.6	4.4
Delivery	4.5	4.5	4.3
Learner Objectives	3.8;3.7,4.2;4.2	3.4;4.0;4.3;4.3	4.4;4.1;4.3;4.2
Overall course objective:	4.4	4.5	4.3

All in all, a job well done.

Comments regarding your presentation in Ohio include the following: great seminar, very helpful, excellent! (and entertaining), I really enjoyed the presenter's joy of the subject matter with his sense of humor to help simplify the material, he loves to learn and share his finding, this guy really likes to deliver! Thanks!, good energy, knowledge of subject, Why couldn't he have been my high school biology teacher? Then I wouldn't have gotten a "D", I believe he is a very effective teacher/public speaker, good presentation, all was relevant, good program, it was very informative and I enjoyed!, the analogies were great, difficult to follow with digressions in AM but afternoon session was excellent!!!.

Comments from Pennsylvania: excellent, most beneficial information gained was exactly how meds mechanism of action-to be able to truly understand it by your presentation, very informative, presented in a way to keep one's attention...these comments were from RN's so I think including them in the target audience since we are an approved provider would be a good idea.

I have also included copies of evaluation comments for your review from each of the locations. They can be helpful as you consider possible revisions to the "fun" book and your presentation flow.

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HEALTH ED, LLC

424 Galloway Street, Suite #1 ◆ Eau Claire, WI 54703-3512 (715) 839-8055 ◆ Fax (715) 839-8680

**EVALUATION SUMMARY**  
 The Pennsylvania State University  
 Conferences and Institutes  
 University Park, Pennsylvania

36<sup>th</sup> Annual Pennsylvania School Psychologists Conference  
 October 16, 2002

Recognizing the "Master Manipulators" in Your Life: A Proactive Response to Bullies  
 Dan Pezzulo, Ph.D.

Number of forms returned: 29

Presenter	Poor			Excellent	
	1	2	3	4	5
Dan Pezzulo, Ph.D.					
▪ Preparedness	0	0	0	7	22
▪ Instructional Effectiveness	0	2	0	9	18
▪ Responsiveness to Audience Needs/Questions	0	0	3	12	12

**Program Objectives**

Participant's achievement of the following objectives:

▪ Identify strategies for staff and students to proactively respond to bullying.	0	1	1	10	17
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**Program Content**

▪ Content level was appropriate for audience	0	0	4	6	19
▪ Was consistent with stated objectives	0	0	2	11	16
▪ Will help achievement of professional/personal goals	0	1	3	13	12

Participant's overall satisfaction with this session.	0	1	2	10	16
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**Comments:**

- Liked the passion and the examples.
- Would like more information on how to "rehabilitate" the actual bullies for use with the kids.
- Excellent.
- Excellent presentation. Really enjoyed learning the fishing metaphor.
- Showed me a new way to think about bullies and how to help the victims of bullies. Great presentation. Unique perspective. Good insights. Information based on research.

- I work in secure treatment unit with many adjudicated youth from Pittsburgh, Erie, Philadelphia, and Lancaster. These kids are tremendous, but this is very similar to the stuff that I've used that actually works. Thanks!
- Liked the "fishing" spin on bullying. Seems like a great way to get kids involved and interested so they can help themselves.
- Great, accurate portrayal of the self concepts of bullies and victims. This is very accurate based on my experiences.
- Interesting analogy of victims and bullies to fish and fisherman. Good coverage of how to use analogy for victims. Would be interested in more information on how to systematically address bully behavior and change that.
- Very enjoyable. Interesting perspective



# University of Pittsburgh

*School of Social Work  
Admissions and Student Affairs*

2104 Cathedral of Learning  
Pittsburgh, Pennsylvania 15260  
Graduate and Ph.D. Programs: 412-624-6302  
Undergraduate Program: 412-624-6348  
Fax: 412-624-6323

November 20, 1997

Dr. Dan Pezzulo  
108 Knoll Drive  
Verona, PA 15147

Dear Dan:

A brief letter to sincerely thank you for your outstanding presentations to members of my Human Behavior: Adult Health/Mental Health class on October 6 and October 20, 1997.

Your presentations, as always, were superb! Your interactions with students were informative and facilitative. Thank you for sharing your knowledge, experiences, and expertise.

Dan, your letters of highest recommendation are being sent to the identified sources.

With best wishes,

Yours truly,

A handwritten signature in cursive script that reads "Grady".

Grady H. Roberts, Jr., Ph.D.  
Assistant Dean for Admissions and  
Student Affairs

GHR/mpe



**Motivating Students: A Disguised Form of Violence in the Classroom and on the Field**  
**Daniel Pezzulo, Ph.D.**

**Number of forms returned: 56**

Please rate the following aspects of the workshop:

<b>Presenter</b>	<b>Poor</b>			<b>Excellent</b>	
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Daniel Pezzulo, Ph.D.					
▪ Preparedness	0	0	1	11	44
▪ Instructional Effectiveness	1	0	1	17	37
▪ Responsiveness to Audience Needs/Questions	1	0	11	10	20

**Program Objectives**

Participant's achievement of the following objectives:

▪ Assess, identify, and respond to this specific form of violence.	0	1	3	16	36
▪ Teach parents and other professionals how to; identify and respond; provide victims with alternative coping strategies; recommend nonviolent strategies for motivating, disciplining, and improving student performance.	0	2	11	16	27

**Program Content**

▪ Content level was appropriate for audience	1	0	4	16	35
▪ Was consistent with stated objectives	0	0	3	16	37
▪ Will help achievement of professional/personal goals	1	2	6	19	28

**Facility**

▪ Meeting room space and comfort	4	6	12	10	23
▪ Adequacy for needs of program	3	5	10	13	24
▪ Quality of audio/visual supports (if applicable)	0	0	12	14	25

<b>Participant Satisfaction With Program Overall</b>	1	1	3	19	30
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**Comments:**

- Dr. Pezzulo is a very effective, knowledgeable, and animated presenter. Thank you!
- This was a very informative presentation for professional and personal utilization.
- Excellent!
- Extremely well prepared. Good handouts and most welcomed topic for today. Good speaker who is inspirational to all. Thank you.
- We must, as school psychologists, consider bolstering the "human being", their sense of competence, self, etc. This was an excellent presentation. Brave, intelligent, passionate; what a psychologist should be.
- Very practical. Hit home! Challenged me to stand up! I would love to be able to talk and hear more! Dynamic!
- Interesting presentation. Information on resiliency in children.
- Interesting. Informative. Exciting presentation. Thank you!
- Wonderful, engaging presentation. Very informative.
- Great material as a person working with students and as a parent!
- Excellent. Thank you!
- More experiences like this, please.
- Dynamic presenter. Inadequate space for attendees.
- Not a lot of time available for questions. Needed a larger room.
- Very powerful and thought provoking. Wonderful presentation! I can see how this could be very challenging to teachers who believe they are doing what is in the child's best interest.
- Great presenter!
- What an important topic, but it so unfortunate that so few people are tuned into what we say and do to others by words and actions.
- Gives you something refreshing to think about. I find it hard to argue with, but can see how others would find it futile.
- "Data" lacks any real numbers. Would have liked more time on alternatives, rather than on what not to do.
- Extremely motivating and energizing. Strong message. Well presented. A new perspective to take with me.
- Very enthusiastic and informative.
- Very thought provoking. Thanks!
- Articulate. Too dramatic. Too little time for reducing shame.
- Points well made and well taken.
- While humor and knowledge was good, I wish more connection and discussion around "connectedness" and shame. Ex. NASP membership is a showpiece. How about draw of clubs/organizations, KKK.

USING YOUR BRAIN TO KEEP FROM LOSING YOUR MIND

Neuropsychological & Cognitive-Behavioral Perspectives on  
Classroom Instruction & Behavioral Management

Presented By  
Dr. Daniel J. Pezzulo

DO NOT PUT ANY IDENTIFIABLE INFORMATION ON THIS SURVEY

Please indicate how strongly you agree with the statements listed below by circling the number that most accurately indicates your **level of agreement**.

- 1 = I don't agree at all
- 2 = I disagree somewhat
- 3 = Neither agree nor disagree
- 4 = I agree somewhat
- 5 = I completely agree

- Dr. Pezzulo reviewed attributes of a professional..... 1 2 3 4 5
- Dr. Pezzulo explored why educational professionals "need to know" factors that can facilitate or complicate learning & behavioral management..... 1 2 3 4 5
- Dr. Pezzulo identified and explored some of the factors that can facilitate or complicate learning & behavioral management..... 1 2 3 4 5
- Dr. Pezzulo explored some of the direct implications of these factors on learning..... 1 2 3 4 5
- Dr. Pezzulo explored some of the direct implications of these factors on behavior..... 1 2 3 4 5
- Dr. Pezzulo explored empirically based learning strategies that are not brain compatible..... 1 2 3 4 5
- Dr. Pezzulo explored empirically based learning strategies that are brain compatible..... 1 2 3 ~~4~~ 5
- Dr. Pezzulo explored how an empirically based strategy like the Cognitive Behavioral model may be quite useful for managing behavior..... 1 2 3 4 5
- I can do my job better based on the material presented..... 1 2 3 4 5
- I am not satisfied with this in service..... 1 2 3 4 5
- I would attend another in service presented by Dr. Pezzulo..... 1 2 3 4 5

Comments:

*You remind me of a college professor I had.  
Good dynamic speaker!  
There are many activities you can do along with  
this material.*

**"A Problem Is Not A Problem Until It's A Problem"**

**Presented By  
Dr. Dan Pezzulo**

**PLEASE DO NOT PUT ANYTHING ON THIS PAGE THAT WOULD IDENTIFY YOU**

Please circle the number below that best indicates what you believe

5 = Completely Agree  
4 = Moderately Agree  
3 = Agree  
2 = Moderately Disagree  
1 = Completely Disagree

The objectives were clearly stated.....	1	2	3	4	5
The objectives were adequately addressed.....	1	2	3	4	5
The presentation was organized.....	1	2	3	4	5
I will be able to use the information presented to do my job.....	1	2	3	4	5
I will be able to do my job better as a result of the Information presented.....	1	2	3	4	5
The presenter was knowledgeable.....	1	2	3	4	5
The presenter communicated such that I understood the information presented.....	1	2	3	4	5
The presenter was prepared.....	1	2	3	4	5
The presenter was receptive to my comments (if made) or questions (if asked).....	1	2	3	4	5
I would attend another presentation given by this presenter.....	1	2	3	4	5

Comments & Suggestions:

*I really enjoy to listen, discuss  
and question with you. I leave  
the sessions you present with  
a greater intelligence Matt*

**THANK YOU**