## TEACHER RUBRIC AT-A-GLANCE

## The 4 Standards, 16 Indicators, and 33 elements in the Model Rubric for teachers:

| **Standard I:**  **Curriculum, Planning, and Assessment** | **Standard II:**  **Teaching All Students** | **Standard III:**  **Family and Community Engagement** | **Standard IV:**  **Professional Culture** |
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| **A. Curriculum and Planning Indicator**  1. Subject Matter Knowledge  2. Child and Adolescent Development  3. Rigorous Standards-Based Unit Design  4. Well-Structured Lessons | **A. Instruction Indicator**  1. Quality of Effort and Work  2. Student Engagement  3. Meeting Diverse Needs | **A. Engagement Indicator**  1. Parent/Family Engagement | **A. Reflection Indicator**  1. Reflective Practice  2. Goal Setting |
| **B. Assessment Indicator**  1. Variety of Assessment Methods  2. Adjustments to Practice | **B. Learning Environment** **Indicator**  1. Safe Learning Environment  2. Collaborative Learning Environment  3. Student Motivation | **B. Collaboration Indicator**  1. Learning Expectations  2. Curriculum Support | **B. Professional Growth Indicator**  1. Professional Learning and Growth |
| **C. Analysis Indicator**  1. Analysis and Conclusions  2. Sharing Conclusions With Colleagues  3. Sharing Conclusions With Students | **C. Cultural Proficiency Indicator**  1. Respects Differences  2. Maintains Respectful Environment | **C. Communication Indicator**  1. Two-Way Communication  2. Culturally Proficient Communication | **C. Collaboration Indicator**  1. Professional Collaboration |
|  | **D. Expectations Indicator**  1. Clear Expectations  2. High Expectations  3. Access to Knowledge |  | **D. Decision-Making Indicator**  1. Decision-making |
|  |  |  | **E. Shared Responsibility Indicator**  1. Shared Responsibility |
|  |  |  | **F. Professional Responsibilities Indicator**  1. Judgment  2. Reliability and Responsibility |

## ADMINISTRATOR RUBRIC AT-A-GLANCE

## The 4 Standards, 20 Indicators, and 42 elements in the Model Rubric for district- and school-level administrators:

| **Standard I:**  **Instructional Leadership** | **Standard II:**  **Management & Operations** | **Standard III:**  **Family and Community Engagement** | **Standard IV:**  **Professional Culture** |
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| **A. Curriculum Indicator**  1. Standards-Based Unit Design  2. Lesson Development Support | **A. Environment Indicator**  1. Plans, Procedures, and Routines  2. Operational Systems  3. Student Safety, Health, and Social and Emotional Needs | **A. Engagement Indicator**  1. Family Engagement  2. Community and Business Engagement | **A. Commitment to High Standards Indicator**  1. Commitment to High Standards  2. Mission and Core Values  3. Meetings |
| **B. Instruction Indicator**  1. Instructional Practices  2. Quality of Effort & Work  3. Diverse Learners’ Needs | **B. Human Resources Management & Development Indicator**  1. Recruitment & Hiring Strategies  2. Induction, Professional Development, and Career Growth Strategies | **B. Sharing Responsibility Indicator**  1. Student Support  2. Family Collaboration | **B. Cultural Proficiency Indicator**  1. Policies and Practices |
| **C. Assessment Indicator**  1. Variety of Assessments  2. Adjustment to Practice | **C. Scheduling & Management Information Systems Indicator**  1. Time for Teaching and Learning  2. Time for Collaboration | **C. Communication Indicator**  1. Two-Way Communication  2. Culturally Proficient Communication | **C. Communications Indicator**  1. Communication Skills |
| **D. Evaluation Indicator**  1. Educator Goals  2. Observation s & Feedback  3. Ratings  4. Alignment Review | **D. Law, Ethics & Policies Indicator**  1. Laws and Policies  2. Ethical Behavior | **D. Family Concerns Indicator**  1. Family Concerns | **D. Continuous Learning Indicator**  1. Continuous Learning of Staff  2. Continuous Learning of Administrator |
| **E. Data-Informed Decision Making Indicator**  1. Knowledge & Use of Data  2. School and District Goals  3. Improvement of Performance, Effectiveness, and Learning | **E. Fiscal Systems Indicator**  1. Fiscal Systems |  | **E. Shared Vision Indicator**  1. Shared Vision Development |
|  |  |  | **F. Managing Conflict Indicator**  1. Response to Disagreement  2. Conflict Resolution  3. Consensus Building |