## 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 Knowledge2. Child and Adolescent Development3. Rigorous Standards-Based Unit Design4. Well-Structured Lessons  | **A. Instruction Indicator**1. Quality of Effort and Work2. Student Engagement3. Meeting Diverse Needs | **A. Engagement Indicator**1. Parent/Family Engagement | **A. Reflection Indicator**1. Reflective Practice2. Goal Setting  |
| **B. Assessment Indicator**1. Variety of Assessment Methods2. Adjustments to Practice | **B. Learning Environment** **Indicator**1. Safe Learning Environment2. Collaborative Learning Environment3. Student Motivation | **B. Collaboration Indicator**1. Learning Expectations2. Curriculum Support | **B. Professional Growth Indicator**1. Professional Learning and Growth |
| **C. Analysis Indicator**1. Analysis and Conclusions2. Sharing Conclusions With Colleagues3. Sharing Conclusions With Students | **C. Cultural Proficiency Indicator**1. Respects Differences2. Maintains Respectful Environment | **C. Communication Indicator**1. Two-Way Communication2. Culturally Proficient Communication | **C. Collaboration Indicator**1. Professional Collaboration |
|  | **D. Expectations Indicator**1. Clear Expectations2. High Expectations3. Access to Knowledge |  | **D. Decision-Making Indicator**1. Decision-making |
|  |  |  | **E. Shared Responsibility Indicator**1. Shared Responsibility |
|  |  |  | **F. Professional Responsibilities Indicator**1. Judgment2. 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 Design2. Lesson Development Support | **A. Environment Indicator**1. Plans, Procedures, and Routines2. Operational Systems3. Student Safety, Health, and Social and Emotional Needs | **A. Engagement Indicator**1. Family Engagement2. Community and Business Engagement | **A. Commitment to High Standards Indicator**1. Commitment to High Standards2. Mission and Core Values3. Meetings  |
| **B. Instruction Indicator** 1. Instructional Practices2. Quality of Effort & Work3. Diverse Learners’ Needs | **B. Human Resources Management & Development Indicator**1. Recruitment & Hiring Strategies2. Induction, Professional Development, and Career Growth Strategies | **B. Sharing Responsibility Indicator**1. Student Support2. Family Collaboration | **B. Cultural Proficiency Indicator**1. Policies and Practices |
| **C. Assessment Indicator**1. Variety of Assessments2. 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 Communication2. Culturally Proficient Communication | **C. Communications Indicator**1. Communication Skills |
| **D. Evaluation Indicator**1. Educator Goals2. Observation s & Feedback3. Ratings4. Alignment Review | **D. Law, Ethics & Policies Indicator**1. Laws and Policies2. Ethical Behavior | **D. Family Concerns Indicator**1. Family Concerns | **D. Continuous Learning Indicator**1. Continuous Learning of Staff2. Continuous Learning of Administrator |
| **E. Data-Informed Decision Making Indicator**1. Knowledge & Use of Data2. School and District Goals3. 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 Disagreement2. Conflict Resolution3. Consensus Building |