

Scoring the Rubric

The teacher or evaluator should score each element within a standard to determine the level of performance for that element. For example, Standard I: Teachers demonstrate leadership has five elements: Teachers lead in their classroom; Teachers demonstrate leadership in school; Teachers lead in the teaching profession; Teachers advocate for schools and students; and Teachers demonstrate high ethical standards. The rater, whether the teacher completing a self-assessment or the person responsible for evaluating the teacher, will score each of the elements separately, and the combined individual element scores will determine the overall score for the standard.

The rater should begin with the left-hand column and mark each descriptor that describes the performance of the teacher during the period for which he or she is being evaluated. If the rater is not able to mark any of the descriptors for an element, then the Not Demonstrated column is used. In such a case, the rater must write a comment about what was observed and suggestions for improving performance.

The rating for each descriptor is the lowest rating for which all descriptors are marked. As illustrated in the example on pages 33 and 34, the teacher would be rated as Developing on “Teachers lead in their classrooms” even though at least one descriptor for Proficient, Accomplished, and Distinguished was marked. This is because Developing is the lowest rating for which all descriptors were marked. Likewise, the teacher also would be rated as Proficient on “Teachers demonstrate leadership in the school” and on each of the remaining elements. This is likely to result in an overall rating of Proficient for Standard I.

Overall ratings should not be determined until the end of the year during the Summary Evaluation Conference.

When a teacher is rated as Developing or Not Demonstrated, the principal or evaluator should strongly encourage the teacher to develop a goal to address the area(s) where proficiency has not been reached.

Note: A “✓” in the first column (observation) means that the evaluator should be able to observe the items in that row during routine classroom observations.