

Example of How to Score the Rubric

Standard I: Teachers demonstrate leadership

Observation	<p>a. Teachers lead in their classrooms. Teachers demonstrate leadership by taking responsibility for the progress of all students to ensure that they graduate from high school, are globally competitive for work and postsecondary education, and are prepared for life in the 21st century. Teachers communicate this vision to their students. Using a variety of data sources, they organize, plan, and set goals that meet the needs of the individual student and the class. Teachers use various types of assessment data during the school year to evaluate student progress and to make adjustments to the teaching and learning process. They establish a safe, orderly environment, and create a culture that empowers students to collaborate and become lifelong learners.</p>				
	Developing	Proficient	Accomplished	Distinguished	Not Demonstrated (Comment Required)
✓	<p>✓ Understands how they contribute to students graduating from high school.</p> <p>✓ Uses data to understand the skills and abilities of students.</p>	<p>... and</p> <p>☐ Takes responsibility for the progress of students to ensure that they graduate from high school.</p> <p>✓ Provides evidence of data driven instruction throughout all classroom activities.</p> <p>✓ Establishes a safe and orderly classroom.</p>	<p>... and</p> <p>☐ Communicates to students the vision of being prepared for life in the 21st century.</p> <p>✓ Evaluates student progress using a variety of assessment data.</p> <p>☐ Creates a classroom culture that empowers students to collaborate.</p>	<p>... and</p> <p>☐ Encourages students to take responsibility for their own learning.</p> <p>☐ Uses classroom assessment data to inform program planning.</p> <p>✓ Empowers and encourages students to create and maintain a safe and supportive school and community environment.</p>	
	<p>b. Teachers demonstrate leadership in the school. Teachers work collaboratively with school personnel to create a professional learning community. They analyze and use local, state, and national data to develop goals and strategies in the school improvement plan that enhances student learning and teacher working conditions. Teachers provide input in determining the school budget and in the selection of professional development that meets the needs of students and their own professional growth. They participate in the hiring process and collaborate with their colleagues to mentor and support teachers to improve the effectiveness of their departments or grade levels.</p>				
	<p>✓ Attends professional learning community meetings.</p> <p>✓ Displays awareness of the goals of the school improvement plan.</p>	<p>... and</p> <p>✓ Participates in professional learning community.</p> <p>✓ Participates in developing and/or implementing the school improvement plan.</p>	<p>... and</p> <p>☐ Assumes a leadership role in professional learning community.</p> <p>✓ Collaborates with school personnel on school improvement activities.</p>	<p>... and</p> <p>✓ Collaborates with colleagues to improve the quality of learning in the school.</p> <p>☐ Assumes a leadership role in implementing school improvement plan throughout the building.</p>	