SCTS 4.0 SUMMATIVE RUBRIC

Complete each criteria within the rubric by selecting Exemplary, Proficient, Approaching Proficient, Emerging.

Do not select NA. Each criteria must have a rating selected.

Instruction*

<table>
<thead>
<tr>
<th>Standards and Objectives Do not select NA.</th>
<th>Exemplary</th>
<th>Proficient</th>
<th>Approaching Proficient</th>
<th>Emerging</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>☐ 4</td>
<td>☐ 3</td>
<td>☐ 2</td>
<td>☐ 1</td>
<td>Sc</td>
</tr>
</tbody>
</table>
|                                          | • All learning objectives and state content standards are explicitly communicated.  
• Sub-objectives are aligned and logically sequenced to the lesson's major objective.  
• Learning objectives are: (a) consistently connected to what students have previously learned, (b) know from life experiences, and (c) integrated with other disciplines.  
• Expectations for each student's performance are clear, demanding, and high.  
• State standards are displayed, referenced throughout the lesson with explanations. | • Most learning objectives and state content standards are communicated.  
• Sub-objectives are mostly aligned to the lesson's major objective.  
• Learning objectives are connected to what students have previously learned.  
• Expectations for student performance are clear, demanding and high.  
• State standards are displayed and referenced in the lesson.  
• There is evidence that most students demonstrate mastery of the objective. | • Some learning objectives and state content standards are communicated.  
• Sub-objectives are sometimes aligned to the lesson's major objective.  
• Learning objectives are not clearly connected to what students have previously learned.  
• Expectations for student performance are clear.  
• State standards are appropriately displayed.  
• There is evidence that some of the students demonstrate mastery of the objective. | • Learning objectives and state content standards are not communicated.  
• Sub-objectives are rarely aligned to the lesson's major objective.  
• Learning objectives are rarely connected to what students have previously learned.  
• Expectations for student performance are vague.  
• State standards are not appropriately displayed.  
• There is evidence that few students demonstrate mastery of the objective. |
- There is evidence that most students demonstrate mastery of the objective.

### Motivating Students

| 4 | The teacher consistently and explicitly organizes the content so that it is personally meaningful, relevant and intellectually engaging to most students. |
| 3 | The teacher often organizes the content so that it is personally meaningful, relevant and intellectually engaging to most students. |
| 2 | The teacher often develops learning experiences where inquiry, curiosity and exploration are valued. |
| 1 | The teacher rarely organizes the content so that it is personally meaningful, relevant and engaging to students. |

**Do not select NA.**

### Presenting Instructional Content

| 4 | Presentation of content always includes: |
| 3 | Presentation of content most of the time includes: |
| 2 | Presentation of content sometimes includes: |
| 1 | Presentation of content rarely includes: |

**Do not select NA.**

- visuals that establish: the purpose of the lesson, preview the organization of the lesson, and include reflective internal summaries of the lesson.
- Explicit examples, illustrations, analogies, and labels for new concepts and ideas.
- modeling by the teacher to demonstrate his or her understanding.
demonstrate his or her performance expectations throughout the lesson.
• concise communication.
• logical sequencing and segmenting.
• all essential information.
• no irrelevant, confusing, or non-essential information.

**Lesson Pacing and Structure**

<table>
<thead>
<tr>
<th>Score</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>The lesson starts promptly. The lesson’s structure is coherent, with a significant beginning, middle, and end and extended time for reflection. Pacing is brisk, and provides many opportunities for individual students who progress at different learning rates. Routines for distributing materials are seamless. No instructional time is lost during transitions.</td>
</tr>
<tr>
<td>3</td>
<td>The lesson starts somewhat promptly. The lesson’s structure is coherent, with a beginning, middle, and end and reflection. Pacing is appropriate, and sometimes provides opportunities for students who progress at different learning rates. Routines for distributing materials are efficient. Little instructional time is lost during transitions.</td>
</tr>
<tr>
<td>2</td>
<td>The lesson starts somewhat promptly. The lesson’s structure is coherent, with a beginning, middle, and end. Pacing is appropriate for some students and rarely provides opportunities for students who progress at different learning rates. Routines for distributing materials are efficient. Instructional time is lost during transitions.</td>
</tr>
<tr>
<td>1</td>
<td>The lesson does not start promptly. The lesson has a structure, but may be missing closure or introductory elements. Pacing is appropriate for few students, and does not provide opportunities for students who progress at different learning rates. Routines for distributing materials are inefficient. Considerable time is lost during transitions.</td>
</tr>
</tbody>
</table>

**Activities and Materials**

<table>
<thead>
<tr>
<th>Score</th>
<th>Description</th>
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</thead>
<tbody>
<tr>
<td>4</td>
<td>Activities and materials include all of the following: support the lesson objectives. are challenging. sustain students’ attention.</td>
</tr>
<tr>
<td>3</td>
<td>Activities and materials include most of the following: support the lesson objectives. are challenging. sustain students’ attention.</td>
</tr>
<tr>
<td>2</td>
<td>Activities and materials include some of the following: support the lesson objectives. are challenging. sustain students’ attention.</td>
</tr>
<tr>
<td>1</td>
<td>Activities and materials include few of the following: support the lesson objectives. are challenging. sustain students’ attention.</td>
</tr>
</tbody>
</table>
• elicit a variety of thinking.
• provide time for reflection.
• are relevant to students’ lives.
• provide opportunities for student to student interaction.
• induce student curiosity and suspense.
• provide students with choices.
• incorporate multimedia and technology which enhances student learning and thinking.
• incorporate resources beyond the school curriculum texts (e.g., teacher made materials, manipulatives, resources from museums, cultural centers, etc).
• In addition, sometimes activities are game-like, involve simulations, require creating products, and demand self-direction and self-monitoring.

Questioning
Do not select NA.

| 4 |
| Teacher questions are varied and high quality providing a consistently balanced mix of question types: |
| * knowledge and comprehension; application and analysis; and creation |

| 3 |
| Teacher questions are varied and high quality providing a balanced mix of question types: |
| * knowledge and comprehension; application and analysis; and creation |

| 2 |
| Teacher questions are varied and high quality providing for some, but not all, question types: |
| * knowledge and comprehension; application and analysis; and creation |

| 1 |
| Teacher questions are inconsistent in quality and include few question types: |
| * knowledge and comprehension; application and analysis; and creation and evaluation. |
• Questions are consistently purposeful and coherent.
• A high frequency of questions is asked.
• Questions are consistently sequenced with attention to the instructional goals.
• Questions regularly require active responses (e.g., whole class signaling, choral responses, written and shared responses, or group and individual answers).
• Wait time (3-5 seconds) is consistently provided.
• The teacher calls on volunteers and non-volunteers, and a balance of students based on ability and sex.
• Students generate higher order questions that lead to further inquiry and self-directed learning.

## Academic Feedback

| 4 | Oral and written feedback is consistently academically focused, frequent, and high quality. Feedback is frequently given during guided practice and homework review. The teacher continues to circulate during the lesson. |
| 3 | Oral and written feedback is mostly academically focused, frequent, and mostly high quality. Feedback is often given during guided practice and homework review. The teacher provides specific and constructive feedback. |
| 2 | Oral and written feedback is sometimes academically focused, frequent, and mostly high quality. Feedback is sometimes given during guided practice and homework review. The teacher's feedback could be more specific and timely. |
| 1 | The quality and timeliness of feedback is inconsistent. Feedback is rarely given during guided practice and homework review. The teacher does not circulate during the lesson. |

Do not select NA.
• The teacher circulates to prompt student thinking, assess each student's progress, and provide individual feedback.
• Feedback from students is consistently used to monitor and adjust instruction.
• Teacher engages students in giving feedback to one another.

Grouping Students
Do not select NA.

<table>
<thead>
<tr>
<th></th>
<th>4</th>
<th>3</th>
<th>2</th>
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<tbody>
<tr>
<td><strong>Number of students in groups</strong></td>
<td>• The instructional grouping arrangements (either whole class, small groups, pairs, individual; hetero- or homogenous ability) consistently maximize student understanding and learning efficiency.</td>
<td>• The instructional grouping arrangements (either whole class, small groups, pairs, individual; hetero- or homogenous ability) adequately enhance student understanding and learning efficiency.</td>
<td>• The instructional grouping arrangements (either whole class, small groups, pairs, individual; hetero- or homogenous ability) sometime enhance student understanding and learning efficiency.</td>
<td>• The instructional grouping arrangements (either whole class, small groups, pairs, individual; hetero- or homogenous ability) inhibit student understanding and learning efficiency.</td>
</tr>
<tr>
<td><strong>All students understand roles, responsibilities, and group work expectations.</strong></td>
<td>• Most students in groups know their roles, responsibilities, and group work expectations.</td>
<td>• Most students participating in groups are held accountable for group work and individual work.</td>
<td>• Some students participating in groups are held accountable for group work and individual work.</td>
<td>• Few students participating in groups are held accountable for group work and individual work.</td>
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<tr>
<td><strong>Individual work</strong></td>
<td>• Instructional group composition is varied (e.g., race, gender, ability, and age) to best accomplish the goals of the lesson.</td>
<td>• Instructional group composition is varied (e.g., race, gender, ability, and age) to most of the time, accomplish the goals of the lesson.</td>
<td>• Instructional group composition is varied (e.g., race, gender, ability, and age) to sometime, accomplish the goals of the lesson.</td>
<td>• Instructional group composition remains unchanged irrespective of the learning, and instructional goals of a lesson.</td>
</tr>
</tbody>
</table>

Homework Review
- The teacher circulates regularly during instructional activities to support engagement, and monitor student work.
- Feedback from students is regularly used to monitor and adjust instruction.
- Teacher engages students in giving feedback to one another.
facilitate opportunities for students to set goals, reflect on, and evaluate their learning.

<table>
<thead>
<tr>
<th>Teacher Content Knowledge</th>
<th>4</th>
<th>3</th>
<th>2</th>
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<tbody>
<tr>
<td><strong>Do not select NA.</strong></td>
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<tr>
<td><strong>Teacher</strong></td>
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<tr>
<td><strong>Knowledge</strong></td>
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<tr>
<td><strong>Teacher displays</strong></td>
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<tr>
<td>extensive content knowledge of all the subjects she or he teaches.</td>
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<tr>
<td>Teacher consistently implements a variety of subject-specific instructional strategies to enhance student content knowledge.</td>
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<tr>
<td>The teacher consistently highlights key concepts and ideas, and uses them as bases to connect other powerful ideas.</td>
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<tr>
<td>Limited content is taught in sufficient depth to allow for the development of understanding.</td>
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<tr>
<td><strong>Teacher displays</strong></td>
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<tr>
<td>accurate content knowledge of all the subjects he or she teaches.</td>
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<tr>
<td>Teacher regularly implements subject-specific instructional strategies to enhance student content knowledge.</td>
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<tr>
<td>The teacher regularly highlights key concepts and ideas, and uses them as bases to connect other powerful ideas.</td>
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<tr>
<td><strong>Teacher displays</strong></td>
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<tr>
<td>adequate content knowledge of all the subjects he or she teaches.</td>
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<tr>
<td>Teacher sometimes implements subject-specific instructional strategies to enhance student content knowledge.</td>
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<tr>
<td>The teacher sometimes highlights key concepts and ideas, and uses them as bases to connect other powerful ideas.</td>
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<tr>
<td><strong>Teacher displays</strong></td>
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<tr>
<td>under-developed content knowledge in several subject areas.</td>
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<tr>
<td>Teacher rarely implements subject-specific instructional strategies to enhance student content knowledge.</td>
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<tr>
<td>Teacher does not understand key concepts and ideas in the discipline, and therefore presents content in an unconnected way.</td>
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<table>
<thead>
<tr>
<th>Teacher Knowledge of Students</th>
<th>4</th>
<th>3</th>
<th>2</th>
<th>1</th>
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</thead>
<tbody>
<tr>
<td><strong>Do not select NA.</strong></td>
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<tr>
<td><strong>Teacher</strong></td>
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<tr>
<td><strong>Knowledge</strong></td>
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<tr>
<td>Teacher practices display understanding of each student's anticipated learning difficulties.</td>
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</tr>
<tr>
<td>Teacher practices consistently incorporate student interests and cultural heritage.</td>
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<tr>
<td>Teacher consistently provides</td>
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<tr>
<td><strong>Teacher practices display understanding of most student anticipated learning difficulties.</strong></td>
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</tr>
<tr>
<td>Teacher practices regularly incorporate student interests and cultural heritage.</td>
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<tr>
<td>Teacher regularly provides differentiated</td>
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<tr>
<td><strong>Teacher practices display understanding of some student anticipated learning difficulties.</strong></td>
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<tr>
<td>Teacher practices sometimes incorporate student interests and cultural heritage.</td>
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<tr>
<td>Teacher sometimes provides differentiated</td>
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<tr>
<td><strong>Teacher practices display understanding of few student anticipated learning difficulties.</strong></td>
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<tr>
<td>Teacher practices rarely incorporate student interests or cultural heritage.</td>
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<tr>
<td>Teacher practices demonstrate little</td>
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<tr>
<td><strong>Teacher practices display understanding of no student anticipated learning difficulties.</strong></td>
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<tr>
<td>Teacher practices demonstrate no student anticipated learning difficulties.</td>
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<tr>
<td>Teacher practices demonstrate little</td>
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</tbody>
</table>
differentiated instructional methods and content to ensure children have the opportunity to master what is being taught.

The teacher thoroughly teaches three types of thinking:
• analytical thinking where students analyze, compare and contrast, and evaluate and explain information.
• practical thinking where students use, apply, and implement what they learn in real-life scenarios.
• creative thinking where students create, design, imagine and suppose.
• research-based thinking where students explore and review a variety of ideas, models, and solutions to problems.

The teacher regularly provides opportunities where students:
• generate a variety of ideas and alternatives.
• analyze problems from multiple perspectives and viewpoints.
• monitor their thinking.

Thinking
Do not select
NA.

☐ NA

☐ 4
The teacher thoroughly teaches three types of thinking:
• analytical thinking where students analyze, compare and contrast, and evaluate and explain information.
• practical thinking where students use, apply, and implement what they learn in real-life scenarios.
• creative thinking where students create, design, imagine and suppose.
• research-based thinking where students explore and review a variety of ideas, models, and solutions to problems.

The teacher regularly provides opportunities where students:
• generate a variety of ideas and alternatives.
• analyze problems from multiple perspectives and viewpoints.

☐ 3
The teacher thoroughly teaches two types of thinking:
• analytical thinking where students analyze, compare and contrast, and evaluate and explain information.
• practical thinking where students use, apply, and implement what they learn in real-life scenarios.
• creative thinking where students create, design, imagine and suppose.
• research-based thinking where students explore and review a variety of ideas, models, and solutions to problems.

The teacher regularly provides opportunities where students:
• generate a variety of ideas and alternatives.
• analyze problems from multiple perspectives and viewpoints.

☐ 2
The teacher attempts to teach one type of thinking but does not thoroughly teach at least one type of thinking:
• analytical thinking where students analyze, compare and contrast, and evaluate and explain information.
• practical thinking where students use, apply, and implement what they learn in real-life scenarios.
• creative thinking where students create, design, imagine and suppose.
• research-based thinking where students explore and review a variety of ideas, models, and solutions to problems.

The teacher sometimes provides opportunities where students:
• generate a variety of ideas and alternatives.
• analyze problems from multiple perspectives and viewpoints.

☐ 1
The teacher implements no learning experiences that thoroughly teach any type of thinking.

• The teacher provides few opportunities where students:
• generate a variety of ideas and alternatives.
• analyze problems from multiple perspectives and viewpoints.
thinking to insure they understand what they are learning, are attending to critical information, and are aware of the learning strategies that they are using and why.

Problem Solving
Do not select NA.

<table>
<thead>
<tr>
<th>Score</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>The teacher implements activities that teach and reinforce 3 or more of the following problem solving types: • Abstraction • Categorization • Drawing Conclusions/Justifying Solution • Predicting Outcomes • Observing and Experimenting • Improving Solutions • Identifying Relevant/Relevant Information • Generating Ideas • Creating and Designing</td>
</tr>
<tr>
<td>3</td>
<td>The teacher implements activities that teach and reinforce 2 of the following problem solving types: • Abstraction • Categorization • Drawing Conclusions/Justifying Solution • Predicting Outcomes • Observing and Experimenting • Improving Solutions • Identifying Relevant/Relevant Information • Generating Ideas • Creating and Designing</td>
</tr>
<tr>
<td>2</td>
<td>The teacher implements activities that teach and reinforce 1 of the following problem solving types: • Abstraction • Categorization • Drawing Conclusions/Justifying Solution • Predicting Outcomes • Observing and Experimenting • Improving Solutions • Identifying Relevant/Relevant Information • Generating Ideas • Creating and Designing</td>
</tr>
<tr>
<td>1</td>
<td>The teacher implements no activities that teach and reinforce any of the following problem solving types: • Abstraction • Categorization • Drawing Conclusions/Justifying Solution • Predicting Outcomes • Observing and Experimenting • Improving Solutions • Identifying Relevant/Relevant Information • Generating Ideas • Creating and Designing</td>
</tr>
</tbody>
</table>

Rubric Score: Sc

Rubric Mean:

Planning*

<table>
<thead>
<tr>
<th>Exemplary</th>
<th>Proficient</th>
<th>Approaching Proficient</th>
<th>Emerging</th>
<th>Score</th>
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</thead>
<tbody>
<tr>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
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</tbody>
</table>

Score
Instructional Plans

Do not select NA.

Instructional plans include:
• measurable and explicit goals aligned to state content standards.
• activities, materials, and assessments that:
  * are aligned to state standards.
  * are sequenced from basic to complex.
  * build on prior student knowledge.
  * provide appropriate time for student work, and lesson and unit closure.
• evidence that plan is appropriate for the age, knowledge, and interests of most learners.
• evidence that the plan provides some opportunities to accommodate individual student needs.

Assignments require students to:
• organize, interpret, analyze,
• interpret and analyze

Score

Assignments require students to:
• mostly reproduce information.
synthesize, and evaluate information rather than reproduce it. • draw conclusions and support them through writing. • connect what they are learning to prior learning and some life experiences.

• draw conclusions, make generalizations, and produce arguments that are supported through extended writing. • connect what they are learning to experiences, observations, feelings, or situations significant in their daily lives both inside and outside of school.

**Assessment Plans:**

- **4**
  - Assessment Plans:
  - are consistently aligned with state content standards.
  - have clear appropriate measurement criteria.
  - measure student performance in more than three ways (e.g., in the form of a project, experiment, presentation, essay, short answer, or multiple choice test).
  - require extended written tasks.
  - are portfolio-based with clear illustrations of student progress toward state content standards.

- **3**
  - Assessment Plans:
  - are aligned with state content standards.
  - have clear measurement criteria.
  - measure student performance in more than two ways (e.g., in the form of a project, experiment, presentation, essay, short answer, or multiple choice test).
  - require written tasks.
  - include performance checks throughout the school year.

- **2**
  - Assessment Plans:
  - are sometimes aligned with state content standards.
  - have measurement criteria.
  - measure student performance in more than one way (e.g., in the form of a project, experiment, presentation, essay, short answer, or multiple choice test).
  - require limited written tasks.
  - include performance checks but may not be monitored consistently.

- **1**
  - Assessment Plans:
  - are rarely aligned with state content standards.
  - have ambiguous measurement criteria.
  - measure student performance in less than two ways (e.g., in the form of a project, experiment, presentation, essay, short answer, or multiple choice test).
  - include performance checks, although the purpose of these checks is not clear.
content standards.
• include
descriptions of
how assessment
results will be used
to inform future
instruction.

Rubric Score:

Rubric Mean:

Environment*

<table>
<thead>
<tr>
<th>Expectations</th>
<th>Exemplary</th>
<th>Proficient</th>
<th>Approaching Proficient</th>
<th>Emerging</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Do not select</td>
<td>〇 4</td>
<td>〇 3</td>
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<td>Score</td>
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<tr>
<td>NA</td>
<td>NA</td>
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• Teacher sets high and demanding academic expectations for every student.
• Teacher encourages students to learn from mistakes.
• Teacher creates learning opportunities where all students can experience success.
• Students take initiative and follow through with their own work.
• Teacher optimizes instructional time, teaches more material, and demands better performance from every student.

• Teacher sets high and demanding academic expectations for every student.
• Teacher encourages students to learn from mistakes.
• Teacher creates learning opportunities where most students can experience success.
• Students complete their work according to teacher expectations.

• Teacher sets high and demanding academic expectations for most students.
• Teacher encourages students to learn from mistakes.
• Teacher creates learning opportunities where some students can experience success.
• Teacher expectations for student work are not clear for all students.

• Teacher expectations are not sufficiently high for every student.
• Teacher creates an environment where mistakes and failure are not viewed as learning experiences.
• Students demonstrate little or no pride in the quality of their work. Score
Managing Student Behavior

Do not select NA.

☐ NA

☐ 4
- Students are consistently well-behaved, and on task.
- Teacher and students establish clear rules and expectations for learning and behavior.
- The teacher consistently uses techniques such as intrinsic motivation, social approval, contingent activities, and consequences to maintain appropriate student behavior.
- The teacher overlooks inconsequential behavior.
- The teacher deals with students who have caused disruptions rather than the entire class.
- The teacher attends to disruptions quickly, firmly and consistently with no interruption to instruction.

☐ 3
- Students are mostly well-behaved, and on task, some minor learning disruptions may occur.
- Teacher establishes rules for learning and behavior.
- The teacher uses several techniques such as intrinsic motivation, social approval, contingent activities, and consequences to maintain appropriate student behavior.
- The teacher overlooks most inconsequential behavior, but other times addresses it stopping the lesson.
- The teacher attends to disruptions firmly and consistently with minimal interruption to instruction.

☐ 2
- Student behavior is inconsistent with several students off task, minor learning disruptions are frequent.
- Teacher establishes rules for learning and behavior.
- The teacher uses some techniques such as intrinsic motivation, social approval, contingent activities, and consequences to maintain appropriate student behavior.
- The teacher overlooks some inconsequential behavior, but other times addresses it stopping the lesson.
- The teacher inconsistently deals with students who have caused disruptions, and frequently addresses the entire class.

☐ 1
- Students are not well-behaved and are often off-task.
- Teacher establishes few rules for learning and behavior.
- The teacher uses few techniques to maintain appropriate student behavior.
- The teacher does not distinguish between inconsequential behavior and inappropriate behavior.
- Disruptions frequently interrupt instruction.

Environment

Do not select NA.

☐ NA

☐ 4
The classroom:
- welcomes all members and guests.

☐ 3
The classroom:
- welcomes most members and guests.

☐ 2
The classroom:
- welcomes some members and guests.

☐ 1
The classroom:
- is somewhat cold and uninviting.
- is not well
• is organized and understandable to all students and encourages student collaboration.
• supplies, equipment, and resources are easily and readily accessible for all students.
• displays student work that frequently changes.
• is consistently arranged to promote individual and group learning.

• is organized and understandable to most students.
• supplies, equipment, and resources are accessible for most students.
• displays student work.
• is arranged to promote individual and group learning.

• is organized and understandable to some students.
• supplies, equipment, and resources are accessible.
• Displayed student work is not updated regularly.
• is sometimes arranged to promote individual and group learning.

• is organized and understandable to some students.
• supplies, equipment, and resources are difficult to access.
• does not display student work.
• is not arranged to promote group learning.

---

### Respectful Culture

<table>
<thead>
<tr>
<th>Score</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>Teacher-student interactions demonstrate caring and respect for one another. Students exhibit caring and respect for one another. Teacher seeks out, and is receptive to the interests and opinions of all students. Positive relationships and interdependence characterize the classroom.</td>
</tr>
<tr>
<td>3</td>
<td>Teacher-student interactions are mostly friendly, but may reflect occasional inconsistencies. Students exhibit respect for the teacher, and are often polite to each other. Teacher is often receptive to the interests and opinions of students.</td>
</tr>
<tr>
<td>2</td>
<td>Teacher-student interactions are sometimes friendly, but may reflect occasional inconsistencies, favoritism, or disregard for students' cultures. Students exhibit respect for the teacher, and are generally polite to each other. Teacher is sometimes receptive to the interests and opinions of students.</td>
</tr>
<tr>
<td>1</td>
<td>Teacher-student interactions are sometimes authoritarian, negative, or inappropriate. Students exhibit disrespect for the teacher. Student interaction is characterized by conflict, sarcasm, or put-downs. Teacher is not receptive to interests and opinions of students.</td>
</tr>
</tbody>
</table>

---

**Rubric Score:**

**Rubric Mean:**
### PROFESSIONALISM (COMPONENT OF THE DISPOSITIONAL MEASURES)

#### Growing and Developing Professionally*

<table>
<thead>
<tr>
<th>Exemplary</th>
<th>Proficient</th>
<th>Approaching Proficient</th>
<th>Emerging</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>The educator is prompt, prepared, and participates in professional development meetings, bringing student artifacts (student work) when requested. Do not select NA.</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>The educator appropriately attempts to implement new learning in the classroom following presentation in professional development meetings. Do not select NA.</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>The educator develops and works on a yearly plan for new learning based on analyses of school improvement plans and new goals, self-assessment, and input from the teacher leader and principal observations. Do not select NA.</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
</tbody>
</table>
The educator selects specific activities, content knowledge, or pedagogical skills to enhance and improve his/her proficiency. 
Do not select NA. 
☐ NA

---

Reflecting on Teaching*

<table>
<thead>
<tr>
<th>Exemplary</th>
<th>Proficient</th>
<th>Approaching Proficient</th>
<th>Emerging</th>
</tr>
</thead>
<tbody>
<tr>
<td>☐ 4</td>
<td>☐ 3</td>
<td>☐ 2</td>
<td>☐ 1</td>
</tr>
</tbody>
</table>

The educator makes thoughtful and accurate assessments of his/her lessons' effectiveness as evidenced by the self-reflection after each observation. 
Do not select NA. 
☐ NA

The educator offers specific actions to improve his/her teaching. 
Do not select NA. 
☐ NA

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Rubric Score:

Rubric Mean:

<table>
<thead>
<tr>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>☐ 4</td>
</tr>
</tbody>
</table>

Score
The educator accepts responsibilities contributing to school improvement. Do not select NA. □ NA

The educator utilizes student achievement data to address strengths and weaknesses of students and guides instructional decisions. Do not select NA. □ NA

Community Involvement*

The educator actively supports school activities and events. Do not select NA. □ NA
School Responsibilities*

The educator accepts leadership responsibilities and/or assists in peers contributing to a safe and orderly school environment. Do not select NA.

- NA

REINFORCEMENT / REFINEMENT

As a result of the data and evidence collected, which indicator(s) have been identified for reinforcement (i.e. area(s) of strength)? You may select more than one.*

- Standards and Objectives
- Motivating Students
- Presenting Instructional Content
- Lesson Structure and Pacing
- Activities and Materials
- Questioning
- Academic Feedback
- Grouping
- Teacher Content Knowledge
As a result of the data and evidence collected, which indicator(s) have been identified for refinement (i.e. area(s) of improvement)?

You may select more than one.*

- Standards and Objectives
- Motivating Students
- Presenting Instructional Content
- Lesson Structure and Pacing
- Activities and Materials
- Questioning
- Academic Feedback
- Grouping
- Teacher Content Knowledge
- Teacher Knowledge of Students
- Thinking
- Problem Solving
- Instructional Plans
- Student Work
- Assessment
- Expectations
- Managing Student Behavior
- Environment
- Respectful Culture
- Growing & Developing Professionally
- Reflecting on Teaching
- Community Involvement
- School Responsibilities
☐ Reflecting on Teaching
☐ Community Involvement
☐ School Responsibilities