

Educator Professional Responsibilities Rubric (Teachers & Administrators)

Professional Responsibilities - Domain 1: Collaborates and Contributes to the School Community		
Exceeds Expectations (3)	Meets Expectations (2)	Does Not Meet Expectations (1)
1A. Leads, supports, and/or participates in school/district-based initiatives and activities		
<ul style="list-style-type: none"> The educator consistently leads school/district-based initiatives and activities. 	<ul style="list-style-type: none"> The educator leads, supports, and/or participates in school/district-based initiatives and activities. 	<ul style="list-style-type: none"> The educator rarely leads, supports, and/or participates in school/district-based initiatives and activities or contributes in a non-constructive manner.
1A Score: _____		
1B. Gives assistance to and seeks assistance from other educators in order to improve student learning		
<ul style="list-style-type: none"> The educator actively seeks assistance from and/or gives assistance to other educators and community members to enhance and improve the learning of staff, self, students, and community. 	<ul style="list-style-type: none"> The educator gives assistance to and/or receives assistance from other educators in order to improve student learning. 	<ul style="list-style-type: none"> The educator fails to seek assistance from other educators and/or give assistance to other educators on a regular basis. The educator is not open to receiving input from others.
1B Score: _____		
DOMAIN 1 (COLLABORATES AND CONTRIBUTES TO THE SCHOOL COMMUNITY) TOTAL: _____		
<p>Possible sources of evidence for this domain:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Copies of communication with others <input type="checkbox"/> Journals/reflections <input type="checkbox"/> Professional development artifacts <input type="checkbox"/> Meeting minutes or agendas <input type="checkbox"/> Other: _____ <input type="checkbox"/> Other: _____ 		



Professional Responsibilities - Domain 2: Believes in & Advocates for Students

Exceeds Expectations (3)

Meets Expectations (2)

Does Not Meet Expectations (1)

2A. Acts on the belief that all students can learn

• The educator acts on the belief that all students can learn with conviction and purpose and/or inspires others to act on the belief that all students can learn.

• The educator acts on the belief that all students can learn.

• The educator acts on the belief that only some students or groups of students can learn.

2A Score: ____

2B. Advocates for students' best interests

• The educator frequently advocates for students' best interests with persistence and conviction, including students' individualized needs.

• The educator advocates for students' best interests, including students' individualized needs.

• The educator infrequently and/or inappropriately advocates for students' best interests, including students' individualized needs.

2B Score: ____

DOMAIN 2 (BELIEVES IN & ADVOCATES FOR STUDENTS) TOTAL: ____

Possible sources of evidence for this domain:

- Copies of communication with parents
- Curricular materials
- Referrals to education specialists
- Student goals
- Tutoring logs
- Other: _____



Professional Responsibilities - Domain 3: Creates a Culture of Respect

Exceeds Expectations (3)

Meets Expectations (2)

Does Not Meet Expectations (1)

3A. Demonstrates respect for everyone, including other educators, students, parents, and other community members, in all actions and interactions

• The educator demonstrates respect for everyone, including other educators, students, parents, and other community members, in all actions and interactions, and helps establish a culture of respect within his/her school/district.

• The educator demonstrates respect for everyone, including other educators, students, parents, and other community members, in all actions and interactions.

• The educator fails to consistently demonstrate respect for other educators, students, parents, and community members in all actions and interactions.

3A Score: _____

3B. Works toward a safe, supportive, collaborative culture

• The educator leads the development of a safe, supportive, collaborative culture, including the interaction between the school and the community.

• The educator works toward a safe, supportive, collaborative culture, including the interaction between the school and the community.

• The educator fails to contribute or contributes inappropriately to the development of a safe, supportive, collaborative culture.

3B Score: _____

DOMAIN 3 (CREATES A CULTURE OF RESPECT) TOTAL: _____

Possible sources of evidence for this domain:

- Copies of communications with families
- Logs of communication with families
- Staff awards
- Other: _____



Professional Responsibilities - Domain 4: Exercises Professional Judgment & Development

Exceeds Expectations (3)	Meets Expectations (2)	Does Not Meet Expectations (1)
4A. Develops and maintains an understanding of current state, district, and school policies and initiatives		
<ul style="list-style-type: none"> The educator develops and maintains an understanding of current state, district, and school policies and initiatives and contributes to the clarification of and sharing of relevant information. 	<ul style="list-style-type: none"> The educator develops and maintains an understanding of current state, district, and school policies and initiatives. 	<ul style="list-style-type: none"> The educator demonstrates a lack of functional understanding of, or compliance with, current state, district, and school policies and initiatives.
4A Score: _____		
4B. Follows all federal, state, district, and school policies		
<ul style="list-style-type: none"> The educator follows all federal, state, district, and school policies and helps educate other stakeholders (e.g., other educators, students, parents, community members) about the policies. 	<ul style="list-style-type: none"> The educator follows all federal, state, district, and school policies. 	<ul style="list-style-type: none"> The educator fails to consistently follow some federal, state, district, and school policies.
4B Score: _____		
4C. Maintains professional standards guided by legal and ethical principles		
<ul style="list-style-type: none"> The educator maintains professional standards, guided by legal and ethical principles, and contributes to the clarification and sharing of current professional standards. 	<ul style="list-style-type: none"> The educator maintains professional standards guided by legal and ethical principles. 	<ul style="list-style-type: none"> The educator fails to consistently maintain professional standards guided by legal and ethical principles.
4C Score: _____		



4D. Engages meaningfully in the professional development process

• The educator engages meaningfully and enthusiastically in the professional development process; this development leads to improved practice in self and/or colleagues.	• The educator engages meaningfully in the professional develop process.	• The educator fails to meaningfully engage in the professional development process consistently.
--	--	---

4D Score: _____

DOMAIN 1 (EXERCISES PROFESSIONAL JUDGMENT & DEVELOPMENT) TOTAL: _____

Possible sources of evidence for this domain:

- Attendance records
- Discipline file
- Meeting agenda/minutes
- Professional development materials
- Other: _____

Professional Responsibilities Rating: _____

Step 1: Add the scores for each competency to get a total score for each domain of the Professional Responsibilities Rubric. (Domain totals are used for developmental/informational purposes)

Step 2: Add the domain totals to get a total score for all competencies in the Professional Responsibilities Rubric.

Step 3: Use the following bands of scores to arrive at a rating for the Professional Responsibilities Rubric:

- Exceeds Expectations = 24 – 30
- Meets Expectations = 18 – 23
- Does not meet expectations = 10 – 17

