

DOMAIN 4: PROFESSIONAL RESPONSIBILITIES – TEACHER EVALUATION RUBRIC

COMPONENT	UNSATISFACTORY	DEVELOPING	PROFICIENT	EXEMPLARY
4a: Communicating with Family	The teacher provides little or no information to families and makes no effort to engage families in the instructional program.	The teacher complies with school procedures/policies for providing information to families and makes an effort to engage families in the instructional program.	The teacher communicates frequently with families and successfully engages families in the instructional program.	The teacher communicates frequently with families; communication is sensitive to families' cultures and values. The teacher successfully engages families in the instructional program. Students participate in communication with families.
4b: Developing and Maintaining an Accurate Record System	The teacher does not maintain and record accurate data which results in errors and confusion.	The teacher maintains accurate data, but the teacher officially records data in a rudimentary and ineffective manner.	The teacher maintains and records accurate data in an efficient and effective manner.	The teacher maintains and records accurate data in an efficient and effective manner. Data are always recorded in a timely manner and readily accessible for those who have permission to access them.
4c: Demonstrating Professional Work Ethic	The teacher displays dishonesty in interactions with colleagues, students, and the public. The teacher rarely participates in team decision making. The teacher does not comply with school and district policies and procedures.	The teacher is honest in interactions with colleagues, students, and the public. The teacher is an inconsistent participant in team decision making. The teacher must be reminded by supervisors about complying with school and district policies and procedures.	The teacher maintains the highest standard of honesty, integrity, and confidentiality in interactions with colleagues, students, and the public. The teacher maintains an open mind in team decision making. The teacher complies fully with school and district policies and procedures.	The teacher maintains the highest standards of honesty, integrity, and confidentiality and takes a leadership role with colleagues. The teacher takes a leadership role in team decision making. The teacher complies fully with school and district policies and procedures.
4d: Growing and Developing Professionally	The teacher does not participate in professional development activities even when such activities are clearly needed for the development of teaching skills.	The teacher has limited participation or involvement in professional development activities.	The teacher actively participates in professional development activities and contributes to the profession.	The teacher makes a substantial contribution to the profession through activities such as action research and mentoring new teachers and actively pursues professional development.
4e: Reflecting on Professional Practice and Engaging in a Professional Community	The teacher does not accurately reflect on professional practice or propose ideas on how his or her practice could be improved.	The teacher's reflection on professional practice is generally accurate and the teacher makes global suggestions about how to improve his or her practice.	The teacher's reflection on professional practice is accurate, citing general characteristics of his or her practice, and the teacher provides specific suggestions about how his or her practice may be improved.	The teacher's reflection on professional practice is accurate and perceptive, citing specific examples for improvement. The teacher draws on an extensive repertoire to support suggestions for alternative strategies.