Instructional Services Division: Performance/Aspiration Rubric

Name: **Appraiser:**

Date:

Proficiency Rubric Scale

Developing (1)
Understands, has knowledge of, limited demonstration

Proficient (2)
Consistently models, uses, integrates, demonstrates

Advanced (3)
Contributions result in significant contributions to the organization

Indicator 1: Is Committed to Professional Excellence

	Developing	Proficient	Advanced
1.1 Communicates effectively, creatively, and professionally			
1.2 Leads by supporting others.			
1.3 Collaborates across networks and divisions, building a profesional learning network			
1.4 Exhibits flexibility and adaptability			
1.5 Demonstrates initiative, curiosity, and innovation			
1.6 Possesses a growth mindset and supports that in others			
1.7 Is dedicated to improvement through collaboration, reflection, and professional development			

Indicator 2: Is Committed to Designing & Facilitating High Quality Learning Experiences

	Developing	Proficient	Advanced
2.1 Builds capacity in others and prompts reflective practice			
2.2 Emphasizes critical thinking, problem solving, & deliberate practice			
2.3 Models the use of high-impact instructional strategies			

2.4 Embeds literacy-rich (speaking, reading, writing, & listening) practices in all learning experience	☐	☐	☐
2.5 Incorporates the use of formative and summative assessments	☐	☐	☐

Indicator 3: Is Committed to Exemplary Customer Service

	Developing	Proficient	Advanced
3.1 Demonstrates sensitivity to adult learning needs	☐	☐	☐
3.2 Actively implements, revises and evaluates ways to enhance the customer experience	☐	☐	☐
3.3 Uses a continuous improvement process to improve products and services	☐	☐	☐
3.4 Evaluates the impact of services by collecting and analyzing multiple forms of evidence.	☐	☐	☐
3.5 Serves as an ambassador of ESC Region 11	☐	☐	☐
3.6 Demonstrates knowledge of evolving state and legal requirements and how these requirements impact districts	☐	☐	☐