

Check Appropriate Box: Teacher Candidate: Principal Candidate:

Candidate's Name: _____ LEA: _____ SCORE = _____

Key Competency	1 (Ineffective)	2 (Effective Emerging)	3 (Effective Proficient)	4 (Highly Effective)	SCORE
1. The candidate demonstrates excellence in the field, guiding students of all backgrounds and abilities to achieve excellence.	<ul style="list-style-type: none"> • Student achievement growth not evident • Achievement gaps unaddressed or unchanged where they exist 	<ul style="list-style-type: none"> • Student achievement growth incremental or inconsistent • Achievement gaps narrowed only slightly • Limited evidence of student data based on standards-aligned assessments 	<ul style="list-style-type: none"> • Students met their growth target • Achievement gaps substantially narrowed where they exist • Student data are based on standards-aligned assessments 	<ul style="list-style-type: none"> • Students exceeded their growth target • Achievement gaps are eliminated or substantially narrowed where they exist • Student data are based on multiple sources of data, including standards-aligned assessments 	

Notes on Competency 1:

Key Competency	1 (Ineffective)	2 (Effective Emerging)	3 (Effective Proficient)	4 (Highly Effective)	SCORE
<p>2. The candidate delivers (teacher) or ensures delivery of (leader) rigorous, standards-based instructional practice and support.</p>	<ul style="list-style-type: none"> • Vision does not represent high academic expectations for students and/or holds few students to high expectations • Content and assessments are not aligned to standards 	<ul style="list-style-type: none"> • Holds moderately high academic expectations and/or holds only some students to high expectations • Content and assessments are partially aligned to standards 	<ul style="list-style-type: none"> • Holds high academic expectations for students (i.e., has a vision for student success that reflects a belief in their students' ability to be successful in both the short- and the long-term) • Content and assessments are aligned to standards 	<ul style="list-style-type: none"> • Holds exceptionally high academic expectations for all students (i.e., has a vision for student success that reflects an unwavering belief in their students' ability to thrive in both the short- and the long-term) • Demonstrates the use of grade level content and assessments which are fully aligned to standards 	

Notes on Competency 2:

Key Competency	1 (Ineffective)	2 (Effective Emerging)	3 (Effective Proficient)	4 (Highly Effective)	SCORE
<p>3. The candidate demonstrates innovation and leadership qualities that contribute to the work of the profession and leads to student success.</p>	<ul style="list-style-type: none"> • Not involved in efforts to improve the teaching profession • Communication is not clear and/or it is not compelling 	<ul style="list-style-type: none"> • Minimally involved in efforts to improve the teaching profession • Communication is generally, but not completely, clear and/or compelling 	<ul style="list-style-type: none"> • Involved in efforts which improve the teaching profession and create pathways for students to excel in their learning • Builds relationships with colleagues and students which lead to student success • Communication is clear and compelling and leads to student success 	<ul style="list-style-type: none"> • Leads innovative efforts which improve the teaching profession and creates pathways for students to excel in their learning • Builds meaningful relationships with colleagues, students, community, and families which lead to student success • Communication is impactful, clear, compelling, inspirational and leads to long-term student success 	

Notes on Competency 3: