



**New Teacher of the Year Rubric**

**Note: The rubric is to be used holistically across all application components.**

<b>Key Competency</b>	<b>1 (Ineffective)</b>	<b>2 (Effective Emerging)</b>	<b>3 (Effective Proficient)</b>	<b>4 (Highly Effective)</b>
The candidate guides students of all backgrounds and abilities to achieve excellence.	<ul style="list-style-type: none"> <li>• Demonstrates little pedagogical and content knowledge</li> <li>• Does not demonstrate recognition of students of all backgrounds and abilities through instruction/leadership</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrates some pedagogical and content knowledge</li> <li>• Holds moderately high academic expectations</li> <li>• Demonstrates some recognition of students through instruction/leadership</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrates pedagogical and content knowledge</li> <li>• Holds themselves to high standards and creates fair, growth-oriented expectations</li> <li>• Recognizes and values students as demonstrated through relevant instruction/leadership</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrates pedagogical and content expertise</li> <li>• Holds themselves to high standards and creates achievable, fair, and growth-oriented expectations for all students</li> <li>• Recognizes, values and advocates for students of all backgrounds and abilities through deliberate and relevant instruction/leadership</li> </ul>
<b>Key Competency</b>	<b>1 (Ineffective)</b>	<b>2 (Effective Emerging)</b>	<b>3 (Effective Proficient)</b>	<b>4 (Highly Effective)</b>
The candidate demonstrates leadership and innovation in and outside of the school building walls that embodies lifelong learning.	<ul style="list-style-type: none"> <li>• Does not show evidence of innovation and growth mindset</li> <li>• Does not demonstrate impact on the educational system and is not involved in efforts to help students excel</li> </ul>	<ul style="list-style-type: none"> <li>• Shows minimal evidence of innovation and growth mindset</li> <li>• Demonstrates minimal impact on the educational system and little involvement in efforts to help students excel</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrates some innovation and growth mindset. This is manifested inside the school building walls and shows how the educator enhances student learning</li> <li>• Is positively impacting the educational system and is</li> </ul>	<ul style="list-style-type: none"> <li>• Is an innovator and lifelong learner. This may manifest itself inside and/or outside the school building walls. This shows how the educator uses creativity and ingenuity to enhance learning, positively impact the teaching profession, and promote lifelong learning</li> </ul>



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			involved in efforts to help students excel	<ul style="list-style-type: none"> <li>• Is transforming the educational system and creating pathways for students and teachers to excel in new and different ways</li> </ul>
<b>Key Competency</b>	<b>1 (Ineffective)</b>	<b>2 (Effective Emerging)</b>	<b>3 (Effective Proficient)</b>	<b>4 (Highly Effective)</b>
The candidate collaborates with colleagues, students, and families to create a classroom environment of respect and success.	<ul style="list-style-type: none"> <li>• Does not collaborates to enhance the learning and educational experiences of students</li> <li>• Does not build relationships with colleagues, students, and families, and shows no involvement in creating a positive environment</li> <li>• Communication is not clear and/or it is not compelling</li> </ul>	<ul style="list-style-type: none"> <li>• Minimally collaborates to enhance the learning and educational experiences of students</li> <li>• Minimally builds relationships with colleagues, students, and families, and shows little involvement in creating a positive environment</li> <li>• Communication is generally, but not completely, clear and/or compelling</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrates collaboration to enhance the learning and educational experiences of students</li> <li>• Builds relationships with colleagues, students, and families, and brings groups of people together in order to create a positive environment as well as establish a safe learning environment</li> <li>• Communicates with stakeholders in a somewhat clear, compelling, and impactful manner</li> </ul>	<ul style="list-style-type: none"> <li>• Exemplifies how collaboration enhances the learning and educational experiences of all students</li> <li>• Demonstrates an ability to build meaning relationships with colleagues, students, and families, and uses creative/inventive ways to bring groups of people together in order to create an environment of respect, achievement, and wellness, as well as establish a safe and thriving learning environment</li> <li>• Communicates with all stakeholders in a clear, compelling, impactful manner that leads to lifelong success</li> </ul>



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<p>The candidate is inspiring, compelling and professional and has the ability to connect and represent new teachers across the state.</p>	<ul style="list-style-type: none"> <li>• Communication is not clear and/or it is not compelling</li> <li>• Communicates a message that is not relevant to a wide range of audiences</li> <li>• Does not express a capability to speak on behalf of all new educators in the state</li> </ul>	<ul style="list-style-type: none"> <li>• Communicates in a manner which is generally, but not completely clear and/or compelling</li> <li>• Communicates a message that is minimally relevant to a wide range of audiences</li> <li>• Minimally expresses a capability to speak on behalf of all new educators in the state</li> </ul>	<ul style="list-style-type: none"> <li>• Communicates in a way which is somewhat engaging, inspiring, and impactful</li> <li>• Communicates a message which is somewhat timeless and relevant to a wide range of audiences</li> <li>• Expresses a capability to speak on behalf of all new educators in the state</li> </ul>	<ul style="list-style-type: none"> <li>• Communicates in a way which is engaging, inspiring, impactful, and unifying</li> <li>• Communicates a captivating message which is both timeless and relevant to a wide range of audiences</li> <li>• Expresses a strong capability to speak on behalf of all new educators in the state</li> <li>• Presents themselves in a professional and confident manner</li> <li>• Communicates a message that is capable of attracting and retaining educators to the profession</li> </ul>