**Teacher and Principal of the Year Selection Process Rubric** (The rubric is to be used holistically across all application components.)

Candidate’s Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ School System Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ SCORE = \_\_\_\_\_\_\_\_

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| **Key Competency** | **1 (Ineffective)** | **2 (Effective Emerging)** | **3 (Effective Proficient)**  | **4 (Highly Effective)** | **SCORE****1-4** |
| **1. The candidate** demonstrates **excellence and expertise** in the field, **guiding students** (and for principals, also teachers) of **all** backgrounds and abilities to **achieve success**.  | The candidate:• Demonstrates **little pedagogical and content knowledge**• Does **not demonstrate** **high academic expectations**• Does **not demonstrate recognition of students** of all backgrounds and abilities through instruction/leadership• Demonstrates **little evidence** of narrowing academic gaps• Does **not address a plan** for ensuring every student is on track academically  | The candidate:• Demonstrates **some pedagogical and content knowledge**• Holds **moderately high academic expectations** • **Demonstrates some recognition of students** (and for principals also teachers) of all background and abilities through instruction/leadership• **Narrows some** academic gaps• **Describes a plan** for students to be on track academically  | The candidate:• Demonstrates **pedagogical and content knowledge**• Holds themselves to **high standards and creates fair and growth-oriented expectations** • **Recognizes and values** students (and for principals also teachers) as **demonstrated through relevant instruction/leadership** • **Narrows** academic/opportunity gaps • **Describes a** **clear plan for ensuring** every student is on track to a professional career, college degree or service  | The candidate:• Demonstrates **excellence and expertise** in pedagogy and content• Holds themselves to **high standards and creates achievable, fair and growth-oriented expectations for all** • **Recognizes, values and advocates** for students (and for principals also teachers) of **all** backgrounds and abilities through **deliberate and relevant instruction/leadership** • **Eliminates/substantially narrows** academic/opportunity gaps • **Describes and demonstrates** a **clear, impactful plan which ensures** every student is on track to a professional career, college degree or service |  |
| **Notes for Competency One** |
| **Key Competency** | **1 (Ineffective)** | **2 (Effective Emerging)** | **3 (Effective Proficient)**  | **4 (Highly Effective)** | **SCORE****1-4** |
| **2.** Demonstrates **leadership** and **innovation** in and outside of the school building walls, creating pathways for **students/teachers to excel**. | The candidate:• Is **not involved** in professional communities and **does not demonstrate** understanding of how these communities impact students and teachers• Does **not show evidence of innovation and growth mindset**• Does **not demonstrate impact** on the educational system and is **not involved** in efforts to help students excel  | The candidate:• Shows **minimal involvement** in professional communities and **demonstrates little understanding** of how these communities impact students and teachers• Shows **minimal evidence of innovation and growth mindset**• Demonstrates **minimal impact** on the educational system and **little involvement** in efforts to help students excel  | The candidate:• Is **involved** in efforts to engage in/lead professional communities and **understands** how these communities can impact students and teachers• **Demonstrates some innovation and growth mindset.** This is manifested inside and/or outside the school building walls and shows how the educator enhances student learning  • Is **positively impacting** the education profession and **is involved** in efforts to help students excel  | The candidate:•Is a **leader** in the profession who **understands and demonstrates** the importance of leading and engaging professional learning communities to both positively impact the classroom/school as well as the students, teachers and the profession at large• Is **a leader** that is **transforming** the educational profession and **creating pathways** for students and teachers to excel in new, different and/or impactful ways• Is an **innovator and lifelong learner**. This manifests itself inside and outside the school building walls and positively impacts students/teachers• The educator **takes initiative** for using creativity and ingenuity to positively impact student learning and the education profession  |  |
| **Notes for Competency Two** |
| **Key Competency** | **1 (Ineffective)** | **2 (Effective Emerging)** | **3 (Effective Proficient)**  | **4 (Highly Effective)** | **SCORE 1-4** |
| **3. The candidate builds collaborative relationships** with **colleagues, students and families** to create a **school culture that is** respectful, inclusive and **positively impacts** **student growth and achievement.** | The candidate:• **Does not collaborate** to enhance the learning and educational experiences of students • **Does not build relationships** with colleagues, students and families, and **shows no involvement** in creating a positive culture  • **Communication is not clear** and/or it is not **compelling** | The candidate:• **Minimally collaborates** to enhance the learning and educational experiences of students • **Minimally builds relationships** with colleagues, students and families, and s**hows little involvement** in creating a positive culture • **Communication is generally,** but not completely, **clear** and/or **compelling**  | The candidate: • **Demonstrates collaboration** **to** **enhance** the learning and educational experiences of students • **Builds relationships** with colleagues, students, and families, and **brings** groups of people together in order to **create** a positive culture as well as establish a **safe learning environment**  • **Communicates** with stakeholders in a **somewhat clear, compelling and impactful manner**  | The candidate: • **Exemplifies** how **collaboration** and **building meaningful relationships** with colleagues, students and families positively impacts student growth and achievement• **Demonstrates and shares** an **impactful plan for creating/inventing** ways to **bring** groups of people together in order to **create** a culture of respect, achievement and wellness as well as establish a **safe and thriving learning environment**  • **Communicates** with **all stakeholders** in a **clear, compelling and impactful manner** that leads to lifelong success |  |
|  **Notes for Competency Three** |
| **Key Competency** | **1 (Ineffective)** | **2 (Effective Emerging)** | **3 (Effective Proficient)**  | **4 (Highly Effective)** | **SCORE 1-4** |
| **4. The candidate deliberately connects** the classroom/school to the **community** to positively **impact the students, school and community.**  | The candidate:• **Does not connect** students/staff with the community in order to impact students• **Does not bring stakeholders** into the classroom/school and/or **takes the classroom to the community** • **Does not leverage stakeholders**/the community to enhance student learning | The candidate:• **Minimally connects** students/staff with the community in order to impact students• **Minimally brings stakeholders** into the classroom/school and/or **takes the classroom to the community** • **Minimally leverages** stakeholders/the community to enhance student learning | The candidate:• **Connects** students/staff with the community in an effort to **form connections** within and/or outside of the school in order to **impact** students, the school and communities• **Brings some stakeholders** into the classroom/school and/or **somewhat takes the classroom to the community** • **Leverages some stakeholders**/the community to enhance student learning | The candidate:• **Ensures** that education **transcends** the classroom/school by **intentionally connecting** students/staff with the community in order to **positively impact** students, the school and communities• **Brings key stakeholder**s into the classroom/school and/or **takes the classroom to the community** in order to foster a strong community at large •  **Leverages key stakeholders**/the community to broaden students’ horizons, open their eyes to career opportunities and gain a greater understanding of the world |  |
| **Notes for Competency Four** |
| **Key Competency** | **1 (Ineffective)** | **2 (Effective Emerging)** | **3 (Effective Proficient)**  | **4 (Highly Effective)** | **SCORE 1-4** |
| **5. The candidate** is **inspiring, compelling, professional** and expresses themselves in an **engaging and clear way**, and demonstrates the ability to **connect with and represent** the state.  | The candidate:• Communication is **not clear****and/or it is not compelling**• Communicates a message that is **not relevant** to **a wide range of audiences**• **Does not expresses a desire and capability** to speak on behalf of all educators in the state | The candidate:• Communicates in a manner which is **generally, but not completely clear and/or compelling** • Communicates a message that is **minimally relevant** to **some audiences**• **Minimally expresses a desire and capability** to speak on behalf of all educators in the state | The candidate:• Communicates in a way which is **somewhat engaging, inspiring and impactful**• Communicates amessage that **conveys** the lived classroom experience that is **relevant** to **a wide range of audience**• **Expresses a desire and capability** to speak on behalf of all educators in the state• **Presents** themself in a **professional** manner | The candidate:• Communicates in a way which is **engaging, inspiring, impactful and unifying** • Communicates a **captivating and impactful message** that **resonates** with **all audiences**• **Clearly conveys** the lived classroom experience and **communicates** a message that is **capable of attracting and retaining educators** to the profession • **Expresses a strong desire and capability** to speak on behalf of all **educators and stakeholders** in the state• **Presents** themself in a **professional and confident** manner |  |
| **Notes for Competency Five** |

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| **Final Notes and Score** | **\_\_/20** |

**2023-2024 School Year**