

Chariho Regional School District

Scoring Rubric for Initiative and Development Component Evaluation Handbook for Educational Support Professionals Effective: April 1, 2016

Rating	Description	Criteria
5	Exceeds Expectation: Performance is Consistently Above Expectations	In addition to indicators in #4, <ol style="list-style-type: none"> 1. Provides constructive feedback to peers or helps others to see the value and purpose of constructive feedback. 2. Encourages others to take on new challenges leading to individual and/or organizational improvement. 3. Encourages others to try new approaches leading to individual and/or organizational improvement. 4. Facilitates or leads a professional development activity and/or actively participates in professional development planning activities.
4	Somewhat Above Expectation: Performance is Sometimes Above Expectations	<ol style="list-style-type: none"> 1. Considers constructive feedback from a variety of sources leading to improved performance in all areas. 2. Seeks opportunities to take on new challenges leading to individual and/or organizational improvement. 3. Demonstrates a willingness to try new approaches leading to individual and/or organizational improvement. 4. Participates in professional development activities beyond that which is required or beyond the required number of annual hours of professional development.
3	Meets Expectation: Performance Meets Expectations	<ol style="list-style-type: none"> 1. Considers constructive feedback from a variety of sources leading to improved performance in some areas. 2. Seeks opportunities to take on new challenges. 3. Demonstrates a willingness to try new approaches. 4. Participates in required professional development activities and fulfills required number of annual hours of professional development.
2	Somewhat Below Expectation: Performance is Sometimes Below Expectations	<ol style="list-style-type: none"> 1. Considers constructive feedback from supervisor but does not use feedback to improve performance. 2. Occasionally seeks opportunities to take on new challenges. 3. Occasionally demonstrates a willingness to try new approaches. 4. Participates in required professional development activities and attains required number of annual hours of professional development only when prompted to do so.
1	Below Expectation: Performance is Consistently Below Expectations	<ol style="list-style-type: none"> 1. Does not consider constructive feedback. 2. Does not seek opportunities to take on new challenges. 3. Does not demonstrate a willingness to try new approaches. 4. Does not attend required professional development activities or does not attain required number of annual hours of professional development.

Note #1: All items are required for the designated rating, unless items are not applicable.

Note #2: Each formal written evaluation covers the period of time beginning at the issuance of the previous evaluation.