



NCT Rubric for Rating the Quality of School or System Improvement Objectives

Purpose of this Rubric: This rubric is for use by non-classroom teachers (NCT), school, district, and state administrators:

- *To evaluate the components of the Non-Classroom Teacher School or System Improvement Objectives (SSIOs)*
- *To identify needed improvements to ensure the NCT SSIO meets an “acceptable quality” before it is used for non-classroom teacher performance ratings*

	Acceptable Quality	Quality Needs Improvement	Insufficient Quality
<p>Goal A description of what will be achieved at the end of the year or semester based on identified needs/rationale and professional standards, as applicable, supporting the big idea</p>	<ul style="list-style-type: none"> ➢ Goal statement: A statement that thoroughly describes what will be accomplished by the end of the term ➢ Standards: Standard(s) listed are clearly aligned to the goal and the full text of each specified standard is provided ➢ Rationale: Clearly explains why the goal is an appropriate focus and how the goal addresses high expectations 	<ul style="list-style-type: none"> ➢ Goal statement: A statement that partially describes what will be accomplished by the end of the term ➢ Standards: Standard(s) listed are minimally aligned to the goal and partial text of each specified standard is provided ➢ Rationale: Generally explains why the goal is an appropriate focus and how the goal addresses high expectations 	<ul style="list-style-type: none"> ➢ Goal statement: A statement that does not describe what will be accomplished by the end of the term ➢ Standards: Standards are not aligned to the goal and/or are not identified ➢ Rationale: Trivial or missing
<p>Expected Target(s) Identify the outcomes expected by the end of the year or semester</p>	<ul style="list-style-type: none"> ➢ Uses relevant data source(s) for establishing the starting point to measure progress towards the goal ➢ If there is no available baseline data, information is provided to explain a starting point ➢ Sets specific, measurable, attainable, relevant, and time-bound goals (SMART Goal) 	<ul style="list-style-type: none"> ➢ Uses indirect data sources for establishing the starting point to measure progress towards the goal ➢ Defined expectations are <u>not</u> specific, measurable, attainable, relevant, and time-bound goals (SMART Goal) 	<ul style="list-style-type: none"> ➢ Does not use data sources for establishing the starting point to measure progress towards the goal and there is no information to explain a starting point ➢ Does not define expectations

<p>Evidence and Success Criteria Describe the evidence(s) and scoring guide that will be used to measure progress toward the expected target(s)</p> <p>*See Criteria for Assessing Quality Evidence in the NCT SLO/SSIO Technical Guidance and Planning Document where high quality evidence has been defined</p>	<ul style="list-style-type: none"> ➤ High quality evidence is based on the Criteria for Assessing Quality Evidence* ➤ Scoring rubrics and/or scoring guides provide clear criteria for differentiating all areas of the goal ➤ Explicit measures and frequency of data collection used to monitor progress and adjust implementation strategies are clearly defined 	<ul style="list-style-type: none"> ➤ Evidence is partially based on the Criteria for Assessing Quality Evidence ➤ Scoring rubrics and/or scoring guides provide vague, limited criteria for differentiating all areas of the goal ➤ Explicit measures and frequency of data collection used to monitor progress and adjust implementation strategies are partially defined 	<ul style="list-style-type: none"> ➤ Evidence is not based on the Criteria for Assessing Quality Evidence ➤ Scoring rubrics and/or scoring guides do not provide criteria for differentiating all areas of the goal ➤ Measures and frequency of data collection used to monitor progress are missing
<p>Implementation Strategies Describe the key implementation strategies that are planned to make progress towards the goal</p>	<p>Implementation Strategies:</p> <ul style="list-style-type: none"> ➤ Are appropriate, evidence-based and address all aspects of the goal ➤ Specifically describe any modifications required to meet the goal 	<p>Implementation Strategies:</p> <ul style="list-style-type: none"> ➤ Include some generic implementation strategies used to meet the goal 	<p>Implementation Strategies:</p> <ul style="list-style-type: none"> ➤ Are disconnected, not evidence-based and do not support progress towards the goal