

UNO Educational Leadership - Personal Contribution to School Improvement
Rubric

Criteria	Unacceptable	Acceptable	Target
School Mission/vision Alignment with proposed plan (ELCC 1.2; 1.3; 1.4)	Proposed plan articulates the school mission and vision, but does not address the alignment with or implementation of the school vision.	Proposed plan articulates the school mission and vision; provides some evidence of alignment with and implementation of the school vision.	Proposed plan articulates the school mission and vision; provides clear evidence of alignment with and implementation and stewardship of the school vision.
Data to Support the identified focus area (ELCC 2.1)	Insufficient school or student data to support the chosen focus area intervention to promote positive school culture	School and student data supports the identified focus area and a discussion of how the proposed intervention will promote a positive school culture is presented.	School and student data supports the identified focus area and an explicit explanation of how this intervention will support a positive school culture is presented.
Intervention Plan: Goals and Objective (ELCC 2.2)	Goals and objectives are not reasonable or are not aligned with identified needs as presented in the data.	Goals and objectives are reasonable and aligned with the needs identified from the data	Goals and objectives are specific, attainable, and aligned with the student learning needs.
Intervention Plan: Teaching strategies/Research-based strategies (ELCC 2.3)	Strategies identified do not align with the identified student needs.	Some strategies are research-based and are appropriate to meet the identified student needs.	All strategies are research-based and are appropriate to meet the identified student needs.
Intervention Plan: Professional Development (ELCC 2.4)	A professional development plan has not been developed.	Professional development plans are aligned with the needs of students but need to be more responsive to adult learning needs.	Professional development plans are aligned with student needs and respond to the adult learning needs of the teachers.
Intervention Plan: Community involvement (ELCC 1.5;	The school community is not involved in the intervention plan	The school community contributes to the intervention plan.	The school community actively supports the intervention plan.

Intervention Plan: Resources (ELCC 3.3)	Resources for the intervention plan have not been discussed with the principal	A plan for needed resources for the intervention plan has been prepared for the principal and has been discussed with the principal.	Needed resources for the intervention plan have been presented to the principal and are approved.
Intervention Plan: Evaluation	Action plan contains no formative or summative evaluation.	Action plan includes formative evaluations for each activity to assess the effectiveness of the plan.	Action plan contains both formative and summative evaluation procedures to assess the effectiveness of the plan.
Final Report and Documentation	Final report is submitted, but data/documentation is insufficient.	Final report is submitted; most data/documentation is sufficient.	Final report is submitted; data/documentation is sufficient.