

Teacher Name: \_\_\_\_\_

**Rubric Grid – We value the development of professional engagement in our staff**

Focus	Essential Minimum acceptable behaviour for an individual within the focus area	Consolidating Advanced behaviour of an individual in the focus area – but still operating as an individual	Established Models, supports, encourages others and sometimes leads. Is moving to being responsible for the team and its behaviour.	Exemplary Models, leads, mentors and develops the focus area in the team and across the school.	Evidence of Skill What range of evidence demonstrates the development of skills?
Being in Positive Staff Relationships	<ul style="list-style-type: none"> <li>Communicates with staff</li> <li>Treats others with fairness and dignity</li> <li>Takes responsibility for own actions</li> </ul>	<p><b>Plus...</b></p> <ul style="list-style-type: none"> <li>Listens actively</li> <li>Attentive to social cues</li> <li>Recognises shared responsibility of behaviour</li> </ul>	<p><b>Plus...</b></p> <ul style="list-style-type: none"> <li>Models and encourages others to be respectful</li> <li>Accepts shared responsibility of behaviour</li> </ul>	<p><b>Plus...</b></p> <ul style="list-style-type: none"> <li>Leads and develops respectful and joyful environments</li> <li>Promotes positives outcomes for everyone</li> </ul>	<ul style="list-style-type: none"> <li>Staff 360 degree feedback forms</li> </ul>
Being a Team Member	<ul style="list-style-type: none"> <li>Participates in team meetings</li> <li>Shares team responsibilities</li> </ul>	<p><b>Plus...</b></p> <ul style="list-style-type: none"> <li>Is active in group discussions</li> <li>Focusses on Win-Win solutions</li> <li>Contributes to shared team goals</li> </ul>	<p><b>Plus...</b></p> <ul style="list-style-type: none"> <li>Compromises to support shared team goals</li> <li>Owens and acts upon team solutions</li> <li>Leads team meetings</li> </ul>	<p><b>Plus...</b></p> <ul style="list-style-type: none"> <li>Mediates team relationships</li> <li>Utilises skills within the team to promote high performance</li> <li>Recognises developmental needs of the team</li> <li>Mentors others to develop capacities</li> </ul>	<ul style="list-style-type: none"> <li>Minutes of meetings</li> <li>Agendas of meetings</li> <li>Performance on implementing team projects (work done on time – timeline proforma)</li> <li>Samples of accomplishments as part of the team (pro-forma)</li> <li>Mentoring notes</li> </ul>
Being Professional	<ul style="list-style-type: none"> <li>Is open to advice and/or coaching</li> <li>Has a positive manner and tone with others in all communication</li> <li>Acknowledges the mission and values of the school</li> <li>Is punctual and prepared</li> <li>Follows school policies and procedures</li> </ul>	<p><b>Plus...</b></p> <ul style="list-style-type: none"> <li>Applies coaching or modelling</li> <li>Honours commitments</li> <li>Upholds the mission and values of the school</li> <li>Expects the unexpected and adapts</li> </ul>	<p><b>Plus...</b></p> <ul style="list-style-type: none"> <li>Supports others to honour commitments</li> <li>Promotes professionalism in others</li> <li>Contributes to the improvement of the school community</li> </ul>	<p><b>Plus...</b></p> <ul style="list-style-type: none"> <li>Offers further and new opportunities to contribute to the improvement of the school community</li> <li>Shares school's professional practices with the wider community</li> </ul>	<ul style="list-style-type: none"> <li>Student feedback forms??</li> <li>Staff 360 degree feedback forms</li> <li>Volunteer lists?</li> </ul>
Being Self-Reflecting	<ul style="list-style-type: none"> <li>Accepts the need to develop themselves</li> <li>Sets self-development goals within the school professional learning plan</li> </ul>	<p><b>Plus...</b></p> <ul style="list-style-type: none"> <li>Creates a plan to achieve goals</li> <li>Seeks critical feedback on plan and goals</li> </ul>	<p><b>Plus...</b></p> <ul style="list-style-type: none"> <li>Monitors the meeting of goals</li> <li>Seeks coaching / advice with respect to progress</li> <li>Reflects and adjusts plans to accomplish goals</li> </ul>	<p><b>Plus...</b></p> <ul style="list-style-type: none"> <li>Mentors others to plan to achieve goals</li> </ul>	<ul style="list-style-type: none"> <li>Individual professional learning plan</li> <li>Self-reflection tool for appraisal process</li> <li>QCT CPD Records</li> </ul>