**Administrator Growth Rubric**

**LEGEND**

**1**=Rarely effective

**2**=Attempts effective practice, but limited or inconsistent results

**3**=Effective leadership; demonstrates a skilled level of performance

**4**=Advanced leadership practices; sustainable systems implemented

***Evidence Collection Sheet***

*Note: Enter the ratings for each standard into the spreadsheet located in your district’s Sharepoint folder.*

| **Administrator Name:** | **Date of Observation:** | **Date of Post-Observation Meeting:** |
| --- | --- | --- |
| **District & School:** | **Observer Name or Signature:** | |

| ***Standard*** | ***Collection of Evidence (Description)*** | ***Rating (1-4)*** |
| --- | --- | --- |
| **Domain I: Shared Vision, School Culture, and Family Engagement** | | |
| 1. Implements a shared vision |  |  |
| 2. Maintains a supportive, secure, and respectful learning environment |  |  |
| 3. Engages in courageous conversations about diversity |  |  |
| 4. Welcomes families and community members into the school |  |  |
| **Domain II: Teaching and Learning** | | |
| 5. Supports the development and implementation of Mississippi standards-based lesson and unit plans |  |  |
| 6. Implements effective instructional strategies to meet student learning needs |  |  |
| 7. Tracks student-level data to drive continuous improvement |  |  |
| 8. Uses disaggregated data to inform academic intervention |  |  |
| **Domain III: Staff Development** | | |
| 9. Provides actionable feedback |  | |
| 10. Coaches and implements learning structures |  |  |
| 11. Provides leadership opportunities |  |  |
| 12. Develops a highly effective leadership team |  |  |
| **Domain IV: Strategic Planning and Systems** | | |
| 13. Develops and implements a strategic plan |  |  |
| 14. Monitors progress toward goals |  |  |
| 15. Effectively manages professional time |  |  |
| 16. Aligns and manages the school’s  resources |  |  |
| **Domain V: Personal Leadership and Growth** | | |
| 17. Demonstrates self-awareness, reflection, and on-going learning |  |  |
| 18. Demonstrates resiliency in the face of challenge |  |  |
| 19. Communicates with stakeholders |  |  |

**Strengths:**

**Areas of improvement:**