

PROFESSIONAL GROWTH RUBRIC

St. Ignatius College Preparatory

AREA OF SERVICE	HIGHLY EFFECTIVE	EFFECTIVE	SOMEWHAT EFFECTIVE	INEFFECTIVE
ACADEMIC	<ul style="list-style-type: none"> • Excellent or outstanding service as teacher and colleague (<i>Experience</i>) • Balanced and honest self-appraisal of this service (<i>Reflection</i>) • Thorough and comprehensive plan for ongoing development (<i>Action</i>) 	<ul style="list-style-type: none"> • Competent or capable service as teacher and colleague (<i>Experience</i>) • Reasonably accurate self-appraisal of this service (<i>Reflection</i>) • Effective and appropriate plan for ongoing development (<i>Action</i>) 	<ul style="list-style-type: none"> • Inconsistent or mediocre service as teacher and colleague (<i>Experience</i>) • Partially accurate self-appraisal of this service (<i>Reflection</i>) • Incomplete or vague plan for ongoing development (<i>Action</i>) 	<ul style="list-style-type: none"> • Significant lack of effective service as teacher and colleague (<i>Experience</i>) • Inaccurate self-appraisal of this service (<i>Reflection</i>) • Lacking any significant plan for ongoing development (<i>Action</i>)
CO-CURRICULAR	<ul style="list-style-type: none"> • Excellent or outstanding service as coach, moderator, or supervisor (<i>Experience</i>) • Balanced and honest self-appraisal of this service (<i>Reflection</i>) • Thorough and comprehensive plan for ongoing development (<i>Action</i>) 	<ul style="list-style-type: none"> • Competent or capable service as coach, moderator, or supervisor (<i>Experience</i>) • Reasonably accurate self-appraisal of this service (<i>Reflection</i>) • Effective and appropriate plan for ongoing development (<i>Action</i>) 	<ul style="list-style-type: none"> • Inconsistent or mediocre service as coach, moderator, or supervisor (<i>Experience</i>) • Partially accurate self-appraisal of this service (<i>Reflection</i>) • Incomplete or vague plan for ongoing development (<i>Action</i>) 	<ul style="list-style-type: none"> • Significant lack of effective service as coach, moderator, or supervisor (<i>Experience</i>) • Inaccurate self-appraisal of this service (<i>Reflection</i>) • Lacking any significant plan for ongoing development (<i>Action</i>)
CAMPUS MINISTRY	<ul style="list-style-type: none"> • Excellent or outstanding service as a minister who embraces the Gospel values of the school (<i>Experience</i>) • Balanced and honest self-appraisal of this service (<i>Reflection</i>) • Thorough and comprehensive plan for ongoing development (<i>Action</i>) 	<ul style="list-style-type: none"> • Competent or capable service as a minister who agrees with and supports the Gospel values of the school (<i>Experience</i>) • Reasonably accurate self-appraisal of this service (<i>Reflection</i>) • Effective and appropriate plan for ongoing development (<i>Action</i>) 	<ul style="list-style-type: none"> • Inconsistent or mediocre service in this ministerial and spiritual dimension of school life (<i>Experience</i>) • Partially accurate self-appraisal of this service (<i>Reflection</i>) • Incomplete or vague plan for ongoing development (<i>Action</i>) 	<ul style="list-style-type: none"> • Significant lack of effective service in this ministerial and spiritual dimension of school life (<i>Experience</i>) • Inaccurate self-appraisal of this service (<i>Reflection</i>) • Lacking any significant plan for ongoing development (<i>Action</i>)
REFLECTION & PLAN	<ul style="list-style-type: none"> • <i>Reflection provides a thorough context for the Board, and it demonstrates a balanced and honest appraisal of candidate's contributions to the school's mission.</i> • <i>Plan thoroughly addresses the developmental needs of the candidate in all three areas, and the candidate's achievement of these goals will significantly benefit the school.</i> 	<ul style="list-style-type: none"> • <i>Reflection provides sufficient context for the Board, and it demonstrates a reasonably accurate appraisal of candidate's contributions to the school's mission.</i> • <i>Plan effectively addresses areas of growth in all three areas of the school, and achievement of these goals will benefit the school.</i> 	<ul style="list-style-type: none"> • <i>Reflection provides some context for the Board, but it demonstrates only a partially accurate appraisal of candidate's contributions to the school's mission.</i> • <i>Plan addresses some areas of growth, but the plan is vague or undeveloped in one or more areas.</i> 	<ul style="list-style-type: none"> • <i>Reflection fails to provide necessary context for the Board, and/or it demonstrates an inaccurate appraisal of the candidate's contributions to the school's mission.</i> • <i>Plan fails to address areas of growth in more than one area.</i>

Guidelines for Tenure Recommendation:

5 Years	"Highly Effective" or "Effective" in all three areas of school service
3 Years	"Somewhat Effective" in one area
2 Years	"Somewhat Effective" in two areas, or "Ineffective" in one area
1 Year	"Somewhat Effective" in all three areas, or "Ineffective" in two areas
0 Years	"Ineffective" in all three areas