

PROFESSIONAL GROWTH & TENURE RUBRIC

St. Ignatius College Preparatory

AREA OF SERVICE	DISTINGUISHED	COMMENDABLE	SOMEWHAT EFFECTIVE
ACADEMIC	<p>Distinguished or outstanding service as teacher and colleague (EXPERIENCE)</p> <p>Written Reflection provides <i>excellent</i> context and demonstrates an <i>honest and balanced</i> self appraisal. (REFLECTION)</p> <p>Professional Growth Plan <i>thoroughly</i> addresses the needs of the candidate and the school (ACTION)</p>	<p>Commendable service as teacher and colleague (EXPERIENCE)</p> <p>Written Reflection provides <i>sufficient</i> context and demonstrates a <i>reasonably accurate</i> self appraisal. (REFLECTION)</p> <p>Professional Growth Plan <i>effectively</i> addresses the needs of the candidate and the school. (ACTION)</p>	<p>Inconsistent or mediocre service as teacher and colleague, and/or insufficient response to previous FDB recommendations (EXPERIENCE)</p> <p>Written Reflection provides <i>minimal</i> context and demonstrates only a <i>partially accurate</i> self appraisal. (REFLECTION)</p> <p>Professional Growth Plan addresses <i>some</i> areas of growth or is <i>vague and undeveloped</i>. (ACTION)</p>
CO-CURRICULAR	<p>Distinguished or outstanding service as coach, moderator, or supervisor (EXPERIENCE)</p> <p>Written Reflection provides <i>excellent</i> context and demonstrates an <i>honest and balanced</i> self appraisal. (REFLECTION)</p> <p>Professional Growth Plan <i>thoroughly</i> addresses the needs of the candidate and the school (ACTION)</p>	<p>Commendable service as coach, moderator, or supervisor (EXPERIENCE)</p> <p>Written Reflection provides <i>sufficient</i> context and demonstrates a <i>reasonably accurate</i> appraisal. (REFLECTION)</p> <p>Professional Growth Plan <i>effectively</i> addresses the needs of the candidate and the school. (ACTION)</p>	<p>Inconsistent or mediocre service as coach, moderator, or supervisor, and/or insufficient response to previous FDB recommendations (EXPERIENCE)</p> <p>Written Reflection provides <i>minimal</i> context and demonstrates only a <i>partially accurate</i> self appraisal. (REFLECTION)</p> <p>Professional Growth Plan addresses <i>some</i> areas of growth or is <i>vague and undeveloped</i>. (ACTION)</p>
SPIRITUAL FORMATION	<p>Distinguished or outstanding service as an educator who embraces and integrates the Gospel values of the school (EXPERIENCE)</p> <p>Written Reflection provides <i>excellent</i> context and demonstrates an <i>honest and balanced</i> self appraisal. (REFLECTION)</p> <p>Professional Growth Plan <i>thoroughly</i> addresses the needs of the candidate and the school (ACTION)</p>	<p>Commendable service as an educator who actively supports the Gospel values of the school (EXPERIENCE)</p> <p>Written Reflection provides <i>sufficient</i> context and demonstrates a <i>reasonably accurate</i> appraisal. (REFLECTION)</p> <p>Professional Growth Plan <i>effectively</i> addresses the needs of the candidate and the school. (ACTION)</p>	<p>Inconsistent or mediocre service in or attention to this spiritual dimension of school life, and/or insufficient response to previous FDB recommendations (EXPERIENCE)</p> <p>Written Reflection provides <i>minimal</i> context and demonstrates only a <i>partially accurate</i> self appraisal. (REFLECTION)</p> <p>Professional Growth Plan addresses <i>some</i> areas of growth or is <i>vague and undeveloped</i>. (ACTION)</p>

General Guidelines for Tenure Recommendation:

6 Years Clear	"Distinguished" in <i>at least</i> one area, and "Commendable" in all other areas of the school (includes service, reflection & growth plans)
6 Years Midterm	"Commendable" in all three areas of the school (includes service, reflection & growth plans)
Provisional	"Somewhat Effective" in one or more areas (includes service, reflection & growth plans)