

## PROFESSIONAL GROWTH & TENURE RUBRIC

St. Ignatius College Preparatory

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

### General Guidelines for Tenure Recommendation:

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