

## Superintendent Rubric At-A-Glance

Standard I: Instructional Leadership	Standard II: Management & Operations	Standard III: Family and Community Engagement	Standard IV: Professional Culture
<p><b>A. Curriculum Indicator</b></p> <ol style="list-style-type: none"> <li>1. Standards-Based Unit Design</li> <li>2. Lesson Development Support</li> </ol> <p><b>B. Instruction Indicator</b></p> <ol style="list-style-type: none"> <li>1. Instructional Practices</li> <li>2. Quality of Effort &amp; Work</li> <li>3. Diverse Learners' Needs</li> </ol> <p><b>C. Assessment Indicator</b></p> <ol style="list-style-type: none"> <li>1. Variety of Assessments</li> <li>2. Adjustment to Practice</li> </ol> <p><b>D. Evaluation Indicator</b></p> <ol style="list-style-type: none"> <li>1. Educator Goals</li> <li>2. Observations &amp; Feedback</li> <li>3. Ratings</li> <li>4. Alignment Review</li> </ol> <p><b>E. Data-Informed Decision Making Indicator</b></p> <ol style="list-style-type: none"> <li>1. Knowledge &amp; Use of Data</li> <li>2. School and District Goals</li> <li>3. Improvement of Performance, Effectiveness, and Learning</li> </ol>	<p><b>A. Environment Indicator</b></p> <ol style="list-style-type: none"> <li>1. Plans, Procedures, and Routines</li> <li>2. Operational Systems</li> <li>3. Student Safety, Health, and Social and Emotional Needs</li> </ol> <p><b>B. Human Resources Management &amp; Development Indicator</b></p> <ol style="list-style-type: none"> <li>1. Recruitment &amp; Hiring Strategies</li> <li>2. Induction, Professional Development, and Career Growth Strategies</li> </ol> <p><b>C. Scheduling &amp; Management Information Systems Indicator</b></p> <ol style="list-style-type: none"> <li>1. Time for Teaching and Learning</li> <li>2. Time for Collaboration</li> </ol> <p><b>D. Law, Ethics &amp; Policies Indicator</b></p> <ol style="list-style-type: none"> <li>1. Laws and Policies</li> <li>2. Ethical Behavior</li> </ol> <p><b>E. Fiscal Systems Indicator</b></p> <ol style="list-style-type: none"> <li>1. Fiscal Systems</li> </ol>	<p><b>A. Engagement Indicator</b></p> <ol style="list-style-type: none"> <li>1. Family Engagement</li> <li>2. Community and Business Engagement</li> </ol> <p><b>B. Sharing Responsibility Indicator</b></p> <ol style="list-style-type: none"> <li>1. Student Support</li> <li>2. Family Collaboration</li> </ol> <p><b>C. Communication Indicator</b></p> <ol style="list-style-type: none"> <li>1. Two-Way Communication</li> <li>2. Culturally Proficient Communication</li> </ol> <p><b>D. Family Concerns Indicator</b></p> <ol style="list-style-type: none"> <li>1. Family Concerns</li> </ol>	<p><b>A. Commitment to High Standards Indicator</b></p> <ol style="list-style-type: none"> <li>1. Commitment to High Standards</li> <li>2. Mission and Core Values</li> <li>3. Meetings</li> </ol> <p><b>B. Cultural Proficiency Indicator</b></p> <ol style="list-style-type: none"> <li>1. Policies and Practices</li> </ol> <p><b>C. Communications Indicator</b></p> <ol style="list-style-type: none"> <li>1. Communication Skills</li> </ol> <p><b>D. Continuous Learning Indicator</b></p> <ol style="list-style-type: none"> <li>1. Continuous Learning of Staff</li> <li>2. Continuous Learning of Administrator</li> </ol> <p><b>E. Shared Vision Indicator</b></p> <ol style="list-style-type: none"> <li>1. Shared Vision Development</li> </ol> <p><b>F. Managing Conflict Indicator</b></p> <ol style="list-style-type: none"> <li>1. Response to Disagreement</li> <li>2. Conflict Resolution</li> <li>3. Consensus Building</li> </ol>