

Leadership Team Performance Plan Rubrics

| Components | Excellent Performance | Proficient Performance | Skill Building Performance | Unsatisfactory Performance |
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| <p>Position Performance: Achievement of essential functions prescribed in position description, including, but not limited to position specific operations, supervision, fiscal management and staff development.</p> | <p>Meets essential functions with highest quality and timeliness while showing initiative in taking on more than expected. (45-50 points)</p> | <p>Meets essential functions with quality and timeliness. (36-44 points)</p> | <p>Meets essential functions with some quality and timeliness. (27-35 points)</p> | <p>Does not meet essential functions. (0-26 points)</p> |
| <p>Leadership Competencies:</p> <ul style="list-style-type: none"> • Support for Learning Building and sustaining a clear vision for self and stakeholders. Demonstrating knowledge of educational or position specific resources. Monitoring position performance for self and stakeholders to determine congruence with standards, mission and goals. Maintaining a safe and affirming climate. Promoting sound instructional practices for the purpose of increased student achievement. | <p>Meets goals with highest quality and timeliness while showing initiative in taking on more than expected. (7-8 points)</p> | <p>Meets goals with quality and timeliness. (5-6 points)</p> | <p>Meets goals with some quality and timeliness. (3-4 points)</p> | <p>Does not meet goals. (0-2 points)</p> |
| <p>Leadership Competencies:</p> <ul style="list-style-type: none"> • Organization/Planning Selecting relevant goals for self and stakeholders. Evaluating available data and input to make informed decisions. Maintaining organization and management of resources. Establishing priorities for planning purposes. | <p>Meets goals with highest quality and timeliness while showing initiative in taking on more than expected. (7-8 points)</p> | <p>Meets goals with quality and timeliness. (5-6 points)</p> | <p>Meets goals with some quality and timeliness. (3-4 points)</p> | <p>Does not meet goals. (0-2 points)</p> |
| <p>Leadership Competencies:</p> <ul style="list-style-type: none"> • Communication/Collaboration Communicating clearly and accurately, both orally and in writing. Being proactive by keeping stakeholders involved and informed. Working with colleagues respectfully and constructively toward the mission and district goals. Assisting in maintenance of high staff morale and an overall | <p>Meets goals with highest quality and timeliness while showing initiative in taking on more than expected.</p> | <p>Meets goals with quality and timeliness.</p> | <p>Meets goals with some quality and timeliness.</p> | <p>Does not meet goals.</p> |

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| supportive climate and environment. | (7-8 points) | (5-6 points) | (3-4 points) | (0-2 points) |
| Components | Excellent Performance | Proficient Performance | Skill Building Performance | Unsatisfactory Performance |
| Leadership Competencies: <ul style="list-style-type: none"> Professionalism <p>Making decisions that utilize relevant and appropriate input and data, utilizing due diligence and process. Modeling core values of honesty, integrity, trust and decorum. Reflecting on self and stakeholders. Planning for and participation in personal professional development. Participating in school and district events. Maintaining positive presence.</p> | <p>Meets goals with highest quality and timeliness while showing initiative in taking on more than expected.</p> <p>(7-8 points)</p> | <p>Meets goals with quality and timeliness.</p> <p>(5-6 points)</p> | <p>Meets goals with some quality and timeliness.</p> <p>(3-4 points)</p> | <p>Does not meet goals.</p> <p>(0-2 points)</p> |
| Goal #1: Team or Individual Goal with a focus on short- and long-term impact on the success of the district. TBD | <p>Meets goal with highest quality and timeliness while showing initiative in taking on more than expected.</p> <p>(8-9 points)</p> | <p>Meets goal with quality and timeliness.</p> <p>(6-7 points)</p> | <p>Meets goal with some quality and timeliness.</p> <p>(4-5 points)</p> | <p>Does not meet goal.</p> <p>(0-3 points)</p> |
| Goal #2: Team or Individual Goal with a focus on short- and long-term impact on the success of the district. TBD | <p>Meets goal with highest quality and timeliness while showing initiative in taking on more than expected.</p> <p>(8-9 points)</p> | <p>Meets goal with quality and timeliness.</p> <p>(6-7 points)</p> | <p>Meets goal with some quality and timeliness.</p> <p>(4-5 points)</p> | <p>Does not meet goal.</p> <p>(0-3 points)</p> |