Rubric for Evaluating Colorado Teachers

QUALITY STANDARD I

Teachers demonstrate mastery of and pedagogical expertise in the content they teach. The elementary teacher is an expert in literacy and mathematics and is knowledgeable in all other content that he or she teaches (e.g., science, social studies, arts, physical education, or world languages). The secondary teacher has knowledge of literacy and mathematics and is an expert in his or her content endorsement area(s).

Level 1 Practices	Level 2 Practices	Level 3 Practices (Meets State Standard)	Level 4 Practices	Level 5 Practices
ELEMENT A: Teachers provide instruction that is aligned with the Colorado Academic Standards				

QUALITY STANDARD III

Teachers plan and deliver effective instruction and create an environment that facilitates learning for their students.

Level 1 Practices	Level 2 Practices	Level 3 Practices (Meets State Standard)	Level 4 Practices	Level 5 Practices
ELEMENT E: Teachers provide students with opportunities to work in teams and develop leadership.				
THE TEACHER: ***Has a clear purpose for student collaboration.***	. . . and **THE TEACHER:** ***Provides opportunities for students to participate using various roles and modes of communication.*** ***Adjusts team composition based on learning objectives and student needs.***	. . . and **THE TEACHER:** ***Holds students accountable for work product and collaboration processes.*** ***Promotes teamwork and leadership skills.***	. . . and **STUDENTS:** ***Demonstrate a willingness to assume leadership roles in their teams.*** ***Utilize group processes to build trust and promote effective team interactions.***	. . . and **STUDENTS:** ***Use group feedback to reflect on and improve the quality of their work.***
ELEMENT F: Teachers model and promote effective communication.				
THE TEACHER: ***Establishes classroom practices to support effective communication.*** ***Provides clear directions to guide student learning and behavior.***	. . . and **THE TEACHER:** ***Articulates thoughts and ideas clearly and effectively.*** ***Uses active listening strategies with students.***	. . . and **THE TEACHER:** ***Teaches students, with audience in mind, to articulate thoughts and ideas clearly and effectively.***	. . . and **STUDENTS:**	

QUALITY STANDARD IV

Teachers demonstrate professionalism through ethical conduct, reflection, and leadership.

Level 1 Practices	Level 2 Practices	Level 3 Practices (Meets State Standard)

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Teachers demonstrate professionalism through ethical conduct, reflection, and leadership.

Level 1 Practices	Level 2 Practices	Level 3 Practices (Meets State Standard)	Level 4 Practices	Level 5 Practices
ELEMENT C: Teachers respond to a complex, dynamic environment.				
THE TEACHER: Maintains a productive and respectful relationship with colleagues.	. . . and **THE TEACHER:** adapts to the changing demands of the: Classroom environment. School environment.	. . . and **THE TEACHER** collaborates with colleagues to: Navigate change while maintaining a focus on student learning. Implement change efforts.	. . . and **THE TEACHER:** Contributes to school improvement planning efforts.	. . . and **THE TEACHER:** Contributes to district improvement planning efforts.
ELEMENT D: Teachers demonstrate leadership in the school, the community, and [illegible]				