

Ed Specialist Rubrics

Performance Standard 1: Professional Knowledge

Effective is the expected level of performance.

Professional Knowledge Summary

NONE

Artifacts

ES Standard 1: Professional Knowledge

Criteria	Highly Effective	Effective	Partially Effective	Ineffective
Professional Knowledge	The educational specialist uses professional knowledge to lead or engage others to address the needs of the target learning community, while demonstrating respect for individual differences of cultures, backgrounds, and learning needs.	The educational specialist uses professional knowledge to address the needs of the target learning community while demonstrating respect for individual differences, cultures, and learning needs.	The educational specialist inconsistently uses professional knowledge to address the needs of the target learning community and/or inconsistently demonstrates respect for individual differences, cultures, and learning needs.	The educational specialist consistently demonstrates a lack of professional knowledge regarding the needs of the target learning community or rarely demonstrates respect for individual differences and understanding of cultures, backgrounds, and learning needs.

Performance Standard 2: Program Planning and Management

Program Planning and Management Summary

NONE

Artifacts

ES Standard 2: Program Planning and Management

Criteria	Highly Effective	Effective	Partially Effective	Ineffective
Program Planning and Management	The educational specialist engages others in the design of plans, then coordinates, and manages programs and services consistent with established guidelines, policies, and procedures. The work impacts the wider learning community	The educational specialist effectively plans, coordinates, and manages programs and services consistent with established guidelines, policies, and procedures.	The educational specialist attempts, but inconsistently plans, coordinates, and manages programs and services consistent with established guidelines, policies, and procedures.	The educational specialist rarely plans, coordinates, and manages programs and services consistent with established guidelines, policies, and procedures.

Performance Standard 3: Program Delivery

Program Delivery Summary	NONE
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Artifacts

ES Standard 3: Program Delivery

Criteria	Highly Effective	Effective	Partially	Ineffective
Program Delivery	The educational specialist uses professional knowledge in an innovative manner to provide a variety of exceptional services for the targeted learning community.	The educational specialist uses professional knowledge to implement a variety of services for the targeted learning community.	The educational specialist attempts to use professional knowledge to implement services, but efforts are inconsistent in addressing the needs of the targeted learning community.	The educational specialist rarely uses professional knowledge to implement services to meet the needs of the targeted learning community.

Performance Standard 4: Assessment

Assessment Summary	NONE
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Artifacts

ES Standard 4: Assessment

Criteria	Highly Effective	Effective	Partially	Ineffective
Assessment	The educational specialist consistently demonstrates a high level of performance and takes a leadership role in gathering, analyzing and using data to guide instructional and program planning, and provides timely feedback to learners, families, staff, and community.	The educational specialist gathers, analyzes, and uses data to determine learner/program needs, measure learner/program progress, guide instruction and intervention, and provide timely feedback to learners, families, staff, and community.	The educational specialist attempts, but is inconsistent in gathering, analyzing, and using data, and/or providing timely feedback to learners, families, staff, and community.	The educational specialist rarely uses data to measure learner progress, implement program planning, guide instruction, or to provide timely feedback to learners, families, staff, and the community.

Performance Standard 5: Communication and Collaboration

Communication and Collaboration Summary	NONE
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Artifacts

ES Standard 5: Communication and Collaboration

Criteria	Highly Effective	Effective	Partially	Ineffective
Communication and Collaboration	The educational specialist demonstrates initiative in enhancing effective communication and collaboration techniques between the learners, families, staff, and the community.	The educational specialist communicates and collaborates effectively with learners, families, staff, and the community to promote student learning and well-being.	The educational specialist attempts, but is inconsistent in communicating and has difficulty collaborating with learners, families, staff, and the community.	The educational specialist rarely communicates and collaborates effectively with learners, families, staff, and the community.

Performance Standard 6: Professionalism

Professionalism Summary

NONE

Artifacts

ES Standard 6: Professionalism

Criteria	Highly Effective	Effective	Partially	Ineffective
Professionalism	The educational specialist is a professional role model for others, engages in a high level of personal professional growth, and/or contributes to the development of others and the well-being of the profession.	The educational specialist exhibits behavior consistent with legal, ethical, and professional standards, contributes to the profession, and engages in professional growth	The educational specialist demonstrates limited understanding of professional ethics, inconsistently participates in professional growth opportunities or inconsistently applies learning from professional development in a way that contributes to the profession	The educational specialist exhibits unethical behavior, rarely participates in professional growth opportunities or rarely applies learning from professional development in a way that contributes to the profession.