				Univ	ersity	y Su	pervis	or Ra	tings								ting	Teach	her Ratings				
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Rubric Row	N	Mean	NOTO	N	%	N	%	N	%	N	%	N	Mean	NOTO	Ν	%	N	%	N	%	N	%	
1a. Establishes, monitors, and enforces expectations for student behavior.	166	5.75	0	0	0%	1	1%	19	11%	146	88%	165	5.68	0	0	0%	0	0%	26	16%	139	84%	
1b. Plans and implements procedures and routines that support student learning.	166	5.81	0	0	0%	1	1%	14	8%	151	91%	164	5.77	0	0	0%	0	0%	19	12%	145	88%	
1c. Uses space to promote learning.	166	5.78	0	0	0%	1	1%	16	10%	149	90%	164	5.77	0	0	0%	0	0%	19	12%	145	88%	
1d. Uses time effectively.	166	5.70	0	0	0%	2	1%	21	13%	143	86%	164	5.63	1	0	0%	1	1%	28	17%	134	82%	
1e. Communicates and models fair and respectful treatment of all.	166	5.94	0	0	0%	0	0%	5	3%	161	97%	164	5.87	0	0	0%	0	0%	11	7%	153	93%	
1f. Promotes social development and group responsibility.	166	5.76	0	0	0%	0	0%	20	12%	146	88%	164	5.76	0	0	0%	0	0%	20	12%	144	88%	
1g. Effectively communicates and works with support personnel, families, and volunteers.	166	5.75	1	0	0%	0	0%	21	13%	144	87%	164	5.73	0	0	0%	1	1%	20	12%	143	87%	

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Rubric Row	N	Mean	NOTO	N	%	N	%	N	%	N	%	N	Mean	NOTO	N	%	N	%	N	%	N	%
2a. Demonstrates knowledge of subject matter content and student development.	166	5.84	0	0	0%	0	0%	13	8%	153	92%	164	5.76	0	0	0%	0	0%	20	12%	144	88%
2b. Uses instructional strategies, resources, and technologies to make learning accessible for all students.	166	5.78	0	0	0%	0	0%	18	11%	148	89%	164	5.79	0	0	0%	0	0%	17	10%	147	90%
2c. Selects and communicates learning goals that are consistent with state and national content standards and students' development.	166	5.87	0	0	0%	0	0%	11	7%	155	93%	164	5.82	0	0	0%	0	0%	15	9%	149	91%
2d. Organizes curriculum and instructional sequences to support student understanding of content.		5.83	0	0	0%	1	1%	12	7%	153	92%	164	5.77	1	0	0%	1	1%	17	10%	145	89%
2e. Prepares instructional options to provide flexibility in changing situations.	166	5.81	0	0	0%	1	1%	14	8%	151	91%	164	5.66	0	0	0%	3	2%	22	13%	139	85%
2f. Coordinates the use of support personnel, families, and volunteers to achieve learning goals.	166	5.68	3	0	0%	0	0%	26	16%	137	84%	164	5.52	1	0	0%	3	2%	33	20%	127	78%

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Rubric Row	N	Mean	NOTO	Ν	%	N	%	N	%	N	%	N	Mean	NOTO	N	%	N	%	N	%	N	%
3a. Uses a variety of research-based educational practices that are responsive to students' diverse needs and experiences.	166	5.77	0	0	0%	0	0%	19	11%	147	89%	164	5.74	0	0	0%	0	0%	21	13%	143	87%
3b. Connects students' prior knowledge, life experience, and interests with learning goals.	166	5.80	0	0	0%	0	0%	17	10%	149	90%	164	5.71	0	0	0%	0	0%	24	15%	140	85%
3c. Facilitates learning experiences that incorporate self-direction, interaction, choice, and consideration of multiple perspectives.	166	5.77	0	0	0%	1	1%	17	10%	148	89%	164	5.76	0	0	0%	1	1%	18	11%	145	88%
3d. Employs educational practices such as problemsolving and critical thinking that make content meaningful.	166	5.75	3	0	0%	1	1%	18	11%	144	88%	164	5.70	0	0	0%	1	1%	23	14%	140	85%
3e. Communicates an ethic of caring, commitment and high expectations for all students.	166	5.88	0	0	0%	0	0%	10	6 %	156	94%	164	5.83	0	0	0%	0	0%	14	9%	150	91%
3f. Develops appropriate rapport with students	166	5.88	0	0	0%	0	0%	10	6%	156	94%	164	5.85	0	0	0%	0	0%	12	7 %	152	93%

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Rubric Row	N	Mean	NOTO	N	%	N	%	N	%	N	%	N	Mean	NOTO	N	%	N	%	N	%	N	%
4a. Creates and explains criteria for assessing student work.	166	5.75	1	0	0%	0	0%	21	13%	144	87%	164	5.67	0	0	0%	2	1%	23	14%	139	85%
4b. Collects and uses data from multiple sources to assess student learning.	166	5.71	0	0	0%	0	0%	24	14%	142	86%	164	5.67	0	0	0%	2	1%	23	14%	139	85%
4c. Involves and guides all students in assessing and reflecting on their own learning.	166	5.64	0	0	0%	1	1%	28	17%	137	83%	164	5.62	0	0	0%	2	1%	27	16%	135	82%
4d. Uses assessment data to profile student learning and guide instruction .	165	5.66	0	0	0%	0	0%	28	17%	137	83%	164	5.60	0	0	0%	1	1%	31	19%	132	80%
4e. Communicates with students, families, and other audiences about student progress.	166	5.67	2	0	0%	0	0%	27	16%	137	84%	164	5.59	0	0	0%	2	1%	30	18%	132	80%
4f. Analyzes and reflects on student assessment data to improve instructional practice.	166	5.71	3	0	0%	0	0%	24	15%	139	85%	164	5.60	0	0	0%	2	1%	29	18%	133	81%
4g. Demonstrates a positive impact on student growth and/or learning.	166	5.81	1	0	0%	0	0%	16	10%	149	90%	164	5.78	4	0	0%	0	0%	18	11%	142	89%

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Rubric Row	N	Mean	NOTO	N	%	N	%	N	%	N	%	N	Mean	NOTO	N	%	N	%	N	%	N	%
5a. Exhibits a commitment to professional standards associated with their areas of expertise.	166	5.84	0	0	0%	0	0%	13	8%	153	92%	163	5.83	3	0	0%	0	0%	14	9%	146	91%
5b. Supports learning environments that encourage the academic, social, and professional growth of all students.	166	5.87	0	0	0%	0	0%	11	7%	155	93%	163	5.80	0	0	0%	0	0%	16	10%	147	90%
5c. Recognizes the importance of the social context of schooling.	166	5.86	0	0	0%	0	0%	12	7 %	154	93%	163	5.83	2	0	0%	0	0%	14	9%	147	91%
5d. Collaborates with parents and other relevant parties.	166	5.73	0	0	0%	0	0%	22	13%	144	87%	163	5.64	1	0	0%	2	1%	25	15%	135	83%
5e. Has high expectations for all students.	166	5.89	0	0	0%	0	0%	9	5%	157	95%	163	5.87	0	0	0%	1	1%	9	6%	153	94%
5f. Takes other perspectives into account.	166	5.95	0	0	0%	0	0%	4	2%	162	98%	163	5.88	0	0	0%	1	1%	8	5%	154	94%
5g. Adheres to professional code of ethics in decision making.	166	5.95	0	0	0%	0	0%	4	2%	162	98%	163	5.90	1	0	0%	0	0%	8	5%	154	95%
5h. Engages in reflective practice.	166	5.90	1	0	0%	1	1%	6	4%	158	96%	163	5.82	0	0	0%	1	1%	13	8%	149	91%
5i. Demonstrates integrity	166	5.94	0	0	0%	0	0%	5	3%	161	97%	163	5.88	0	0	0%	1	1%	8	5%	154	94%
5j. Accepts responsibility	166	5.84	1	0	0%	2	1%	9	5%	154	93%	163	5.80	0	0	0%	2	1%	12	7%	149	91%
5k. Shows initiative	166	5.86	0	0	0%	1	1%	10	6%	155	93%	163	5.80	0	0	0%	2	1%	12	7%	149	91%

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5l. Demonstrates commitment to chosen professional role.	166	5.93	0	0	0%	0	0%	6	4%	160	96%	163	5.78	0	0	0%	2	1%	14	9%	147	90%
5m. Exhibits sound judgment	166	5.95	0	0	0%	0	0%	4	2%	162	98%	163	5.87	0	0	0%	0	0%	11	7%	152	93%
5n. Accepts constructive criticism	166	5.96	0	0	0%	0	0%	3	2%	163	98%	163	5.88	0	0	0%	1	1%	8	5%	154	94%
5o. Models appropriate assertiveness.	166	5.81	0	0	0%	1	1%	14	8%	151	91%	163	5.66	0	0	0%	0	0%	28	17%	135	83%