Teacher Collaboration Incentive Rubric
2012-2013

Teacher Name: _____

Use the following scale to rate each question with 10 being the highest.

Shared Mission, Vision, Values and Goals

| 1	2	3	4	5	6	7	8	9	10
Never true of our team	Rarely true of our team		Often true of our team				Regularly true of our team		Always true of our team

1. _____   Our school mission, vision, values and goals are embedded in our team culture and influence daily practice.

2. _____   Team members have established norms and hold one another accountable to honor the commitments they have made to one another to be a productive, collaborative team.

3. _____   Teachers are committed to the collaboration process and professional learning communities.

4. _____   Team members pursue SMART goals as a method of meeting student needs and improving performance. (Strategic, Measurable, Attainable, Results-oriented, Timebound)

5. _____   Team members communicate positively about students and their learning with the rest of the faculty.

6. _____   Team members communicate positively with students and parents, including keeping student records up to date.

What Do We Expect Students to Learn?

1	2	3	4	5	6	7	8	9	10
Never true of our team	Rarely true of our team		Often true of our team				Regularly true of our team		Always true of our team

1. _____   Our team has developed a guaranteed and viable curriculum based on the Utah State Core.

2. _____   We use a curriculum map with a pacing guide.

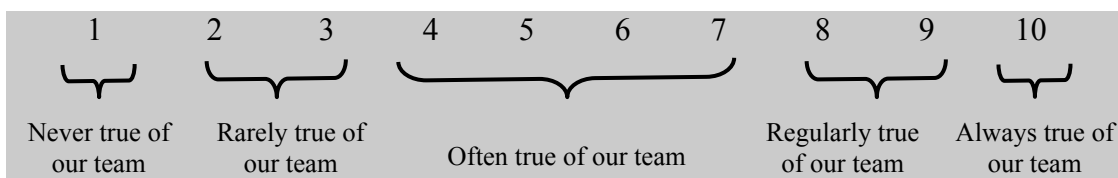3. _____   We have established a vertical alignment with other PLC teams.

4. _____ We use common rubrics to judge the quality of student work.

5. _____ There is a high level of commitment from the team to the curriculum and to each student.

6. _____ We work collaboratively with other PLC teams regarding curricula alignment and student learning needs.

How Will We Know what Students Have Learned?				
1	2 3	4 5 6 7	8 9	10
Never true of our team	Rarely true of our team	Often true of our team	Regularly true of our team	Always true of our team
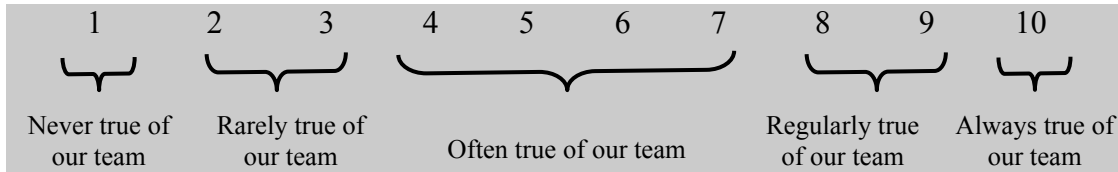
1. _____ Our team has developed common formative and summative assessments that are aligned with the Utah state core.

2. _____ Collectively we use common assessment results and student records/work to inform and improve student learning.

3. _____ Our common assessments change based on current student academic needs.

4. _____ As a team, we evaluate our common assessments to determine the effectiveness of assessment questions.

5. _____ Our team participates in specific discussions centered on the teaching-achievement relationship as informed by data.
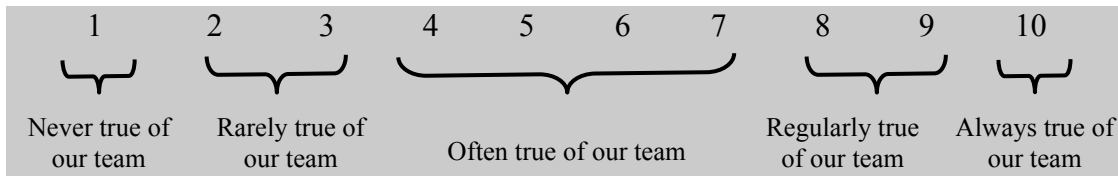
How Will We Respond to Students Who Aren't Learning?				
1	2 3	4 5 6 7	8 9	10
Never true of our team	Rarely true of our team	Often true of our team	Regularly true of our team	Always true of our team

1. _____ There is a pyramid of intervention in place for students to receive support to reach proficiency.

2. _____ When students aren't learning, our interventions provide a variety of strategies to learn material.

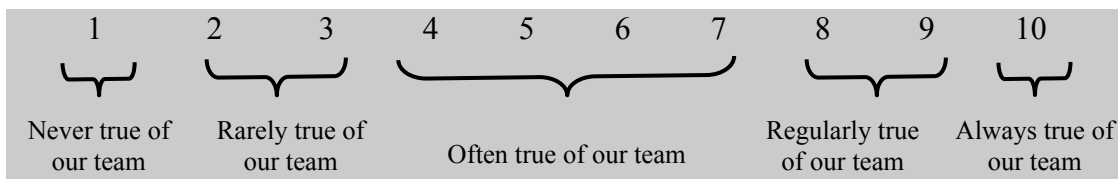3. _____ Our team identifies specific teaching strategies to help a particular student or group of students.

4. _____ Our team identifies students needing additional time and support and discusses interventions.

5. _____ Students receive extra instructional time during the school day to learn material.

6. _____ We believe failure is not an option and refuse to give up on any student.

7. _____ Students are provided access to other support staff.

How Do We Respond to Students Who Have Already Learned the Material?									
1	2	3	4	5	6	7	8	9	10
Never true of our team	Rarely true of our team		Often true of our team				Regularly true of our team		Always true of our team

1. _____ Students who already know the material are provided support for additional learning.

2. _____ We have identified processes to provide increased depth of learning.

Continuous Improvement									
1	2	3	4	5	6	7	8	9	10
Never true of our team	Rarely true of our team		Often true of our team				Regularly true of our team		Always true of our team

1. _____ As a team, what specific areas have you identified that need improvement?

Explain: _____

_____

_____

_____

_____

_____

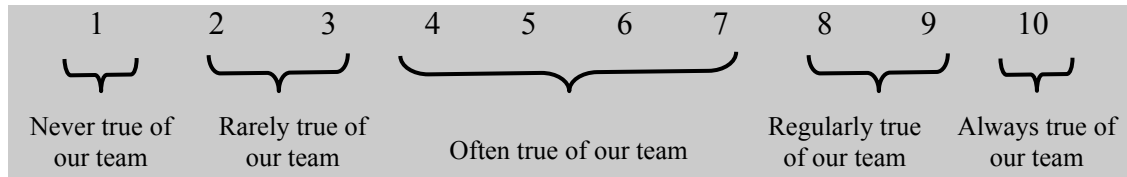Multiply this scale value x 2 (20 pts. maximum)

Continuous Improvement

1	2	3	4	5	6	7	8	9	10

Never true of our team | Rarely true of our team | Often true of our team | Regularly true of our team | Always true of our team

2. _____   How have you shown growth in the areas identified in the previous question?

Explain: _____

_____

_____

_____

_____

_____

Multiply this scale value x 2 (20 pts. maximum)