

Rubric Two: NYC Department of Education

Instructional and Organizational Coherence

- Design engaging, rigorous and coherent curricula, including the Arts, for a variety of learners and aligned to key State standards
- Develop teacher pedagogy from a coherent set of beliefs about how students learn best, and ensure that it is: aligned to the curriculum, engaging, and differentiated to enable all students to produce meaningful work products
- Make strategic organizational decisions to support the school's instructional goals and meet student learning needs
- Maintain a culture of mutual trust and positive attitudes toward learning that support the academic and personal growth of students and adults

Gather and Analyze Data

- Gather and analyze information on student learning outcomes to identify trends, strengths, and areas of need at the school level
- Align assessments to curriculum and analyze information on student learning outcomes to adjust instructional decisions at the team and classroom level
- Use or develop tools to enable school leaders and teachers to organize, aggregate, and analyze student performance trends
- Engage in an open exchange of information with students and families regarding students' learning needs and outcomes

Plan and Set Goals

- Establish a coherent vision of future development that is reflected in a short list of focused, data-based goals that are understood and supported by the entire school community
- Use collaborative and data informed processes to set measurable and differentiated learning goals for student subgroups, and students in need of additional support
- Ensure the achievement of learning goals by tracking progress at the school, teacher team and classroom level
- Communicate high expectations to students and families, engage them in decision-making, and promote active involvement in the school community

Align Capacity Building

- Use the observation of classroom teaching and the analysis of learning outcomes to elevate schoolwide instructional practices and implement strategies that promote professional growth and reflection, with a special focus on new teachers
- Engage in structured professional collaborations on teams using an inquiry approach that promotes shared leadership and focuses on improved student learning
- Provide professional development that promotes independent and shared reflection, opportunities for leadership growth, and enables teachers to continuously evaluate and revise their classroom practices to improve learning outcomes

- Integrate child/youth development, support services and partnerships with families and outside organizations with the school-wide goals to accelerate the academic and personal growth of students

Monitor and Revise

- Evaluate the quality of curricular, instructional and organizational decisions, making adjustments as needed to increase the coherence of policies and practices across the school
- Evaluate systems for assessing students, organizing data, and sharing information with student and families, making adjustments as needed to increase the coherence of policies and practices across the school
- Establish and sustain a transparent, collaborative system for measuring progress towards interim and long term goals and making adjustments during the year and over time
- Use data to regularly evaluate the effectiveness of structured professional collaboration, capacity building and leadership development strategies