

South Brunswick's Alternative Evaluation Reflective Practice Rubric*

	Effective - I have done the work	Highly Effective - Growth is evident
Video/Audio Capture	<ul style="list-style-type: none"> Practitioner(s) provides reflective information concerning pedagogical/clinical areas of focus according to the identified area of study. Practitioner(s) highlights some changes in instruction/practice but should monitor the impact with a plan for further/ongoing adjustments. 	<ul style="list-style-type: none"> Practitioner(s) provides reflective information concerning pedagogical/clinical area of focus according to the identified area of study. Practitioner(s) recognizes the changes made in instruction and highlights the impact of those changes, along with any further adjustments needed. Reflection demonstrates that practitioner has grown in their practice...can demonstrate that it has impacted student learning.
Analysis of Student Work/Student Data	<ul style="list-style-type: none"> Practitioner(s) provides samples of student work/student data with insight into the instructional/clinical practice and/or the identified area of study. Practitioner(s) provides insights on student progress toward goals while hypothesizing causes for this student progress, but does not outline strategies for sustained impact. 	<ul style="list-style-type: none"> Practitioner(s) provides samples of student work/student data with reflective insights into the instructional/clinical practice and/or the identified area of study. Practitioner(s) provides insights about student progress toward goals while hypothesizing causes for this student progress and strategies for sustained impact.
Observation / Walkthrough Data	<ul style="list-style-type: none"> Practitioner(s) and administrator discuss observation/ walkthrough data to support conversations about improving practice. Practitioner(s) uses data from conversations to provide insight on why progress has been made in area of study. 	<ul style="list-style-type: none"> Practitioner(s) and administrator discuss observation/ walkthrough data and research-based best practices to support conversations about improving practice. Practitioner(s) uses data from conversations to provide insight on why progress has been made in area of study. The conversation leads to analysis of instructional/clinical needs and promotes sharing of best practices.
Summative Reflection of Yearly Progress	<ul style="list-style-type: none"> Practitioner and administrator review each of the three criteria from the rubric and discuss findings from the year, analyze insights into the area of study and identify potential changes in practice. 	<ul style="list-style-type: none"> Practitioner and administrator review each of the three criteria from the rubric and discuss findings from the year, develop thoughtful insights into the area of study and actually develop a plan for future changes in practice.

* This rubric will be used to determine your evaluation score for the practice side of the summative rating.

Tested Teacher: **Practice 70%** SGO 25% SGP 5%

Non-Tested Teacher: **Practice 85%** SGO 15%