

# Teachers Accelerating Learning (TAL) Grant Scoring Rubric

## Need, Local Support and Expertise – 20 total points

Criteria	Excellent	Good/Fair	Poor
Describe how participating in this program to recognize teachers who accelerate student learning beyond one year's growth will enhance your district's teacher evaluation system. (5 points)	District has well-articulated response to how participating in this opportunity will enhance their teacher evaluation system	District has response to how participating in this opportunity will enhance their teacher evaluation system	District has response is lacking or does not provide detail about how participating in this opportunity will enhance their teacher evaluation system
Describe the process for ensuring that the Board of Education, school leadership teams, and teacher leaders are engaged in the application for and implementation of this opportunity. (10 points)	District has broad engagement by their local board, school leadership teams, etc	District has described some engagement by their local board, school leadership teams, etc	District has yet to engage their school community or does not include a thorough description of their engagement
Does your district have prior experience offering supplemental pay for teachers who are highly effective? (Yes/No) (5 points)	<p>District has prior experience and provides a well-articulated response describing the measures used and how teachers receive award</p> <p>District does not have prior experience but does provide a detailed response to how the district would develop a system to determine highly effective teachers to receive a supplementary award</p>	<p>District has prior experience and provides a fair response describing the measures used and how teachers receive award</p> <p>District does not have prior experience but does provide a fair response to how the district would develop a system to determine highly effective teachers to receive a supplementary award</p>	<p>District has prior experience and provides a superficial response describing the measures used and how teachers receive award</p> <p>District does not have prior experience and provides a superficial response to how the district would develop a system to determine highly effective teachers to receive a supplementary award</p>

## Description of the Teacher Evaluation System – 50 total points

Criteria	Excellent	Good/Fair	Poor
(Required) Describe the use of EVAAS Growth in grades 4-8 in your proposed teacher evaluation system.	District provides a robust description of how they will use EVAAS Growth measures in their evaluation system	District indicates they will use EVAAS Growth measures in their evaluation system but does not provide much detail	District indicates they will use EVAAS Growth measures in their evaluation system but does not provide any detail
Describe the use of other quantitative student outcomes measures in your proposed teacher evaluation system, which may include: <ol style="list-style-type: none"> <li>1. GOLD Assessment in grades K-3</li> <li>2. ISASP and Student Growth Percentile in grades 3-11, and</li> <li>3. Other locally-determined formative, interim, and summative assessments, including curriculum-based measures</li> </ol> (20 points)	District provides a robust description of the quantitative measures that are or will be used in their teacher evaluation system	District provides a description of the quantitative measures that are or will be used in their teacher evaluation system	District does not provide much detail in their description of the quantitative measures that are or will be used in their teacher evaluation system
Describe the use of qualitative high-quality instruction measures (observation and verification) in your proposed teacher evaluation system, which may include: <ol style="list-style-type: none"> <li>1. Grade level rigor of assignments,</li> <li>2. Questioning strategies,</li> <li>3. Ongoing feedback,</li> <li>4. Classroom routines and procedures, and</li> <li>5. Student engagement strategies.</li> </ol> Note: If the district uses a specific framework for quality teaching, include the framework. (20 points)	District provides a robust description of the qualitative measures that are or will be used in their teacher evaluation system	District provides a description of the qualitative measures that are or will be used in their teacher evaluation system	District does not provide much detail in their description of the qualitative measures that are or will be used in their teacher evaluation system
Describe the use of other locally determined measures in your proposed teacher evaluation system. (10 points)	District provides a robust description of the locally determined measures that are or will be used in their teacher evaluation system	District provides a description of the locally determined measures that are or will be used in their teacher evaluation system	District does not provide much detail in their description of the locally determined measures that are or will be used in their teacher evaluation system

## Description of the Implementation Plan – 30 points

Criteria	Excellent	Good/Fair	Poor
<p>Describe the communication strategy to ensure transparency of the new system, including how teachers will be monetarily recognized for accelerating student learning beyond one year's growth.</p> <ol style="list-style-type: none"> <li>1. Describe how the supplementary pay will be awarded to teachers in participating schools.</li> </ol> <p>(10 points)</p>	<p>District provides a robust description of their communication strategy to ensure transparency of the new system and how the supplementary pay will be awarded to teachers in participating schools.</p>	<p>District provides a description of their communication strategy to ensure transparency of the new system and how the supplementary pay will be awarded to teachers in participating schools.</p>	<p>District provides a description of their communication strategy to ensure transparency of the new system but does not include much detail about how the supplementary pay will be awarded to teachers in participating schools.</p>
<p>Describe school participation in the teacher evaluation system</p> <ol style="list-style-type: none"> <li>1. What schools will participate?</li> </ol> <p>(10 points)</p>	<p>District provides robust detail about which schools will participate.</p>	<p>District provides a summary about which schools will participate.</p>	<p>District provides little detail about which schools will participate.</p>
<p>Describe the requested budget.</p> <ol style="list-style-type: none"> <li>1. What is the total requested budget based on the number of teachers?</li> <li>2. Describe teacher eligibility and the approximate number of teachers who will receive supplementary pay (25% of educators in participating schools)?</li> <li>3. What is the approximate teacher supplementary pay and will it be a flat amount or differentiated by teacher impact on student learning (maximum of \$15,000/year)?</li> </ol> <p>(10 points)</p>	<p>District provides a detailed budget including the approximate number of teachers that will receive awards along with the amount of the supplemental awards</p>	<p>District provides a budget including the approximate number of teachers that will receive awards along with the amount of the supplemental awards.</p>	<p>District budget does not include much detail or is missing the number of teachers that will receive awards or miss missing detail about the amount of the supplemental awards.</p>