



MISSISSIPPI EDUCATOR & ADMINISTRATOR  
**PROFESSIONAL GROWTH SYSTEM**

**ADMINISTRATOR GROWTH RUBRIC**  
*Evidence Collection Sheet*

LEGEND
1=Rarely effective
2=Attempts effective practice, but limited or inconsistent results
3=Effective leadership; demonstrates a skilled level of performance
4=Advanced leadership practices; sustainable systems implemented

Note: Enter the ratings for each standard into the spreadsheet located on your district's Sharepoint folder.

<b>Administrator Name:</b>	<b>Date of Observation:</b>	<b>Date of Post-Observation Meeting:</b>
<b>District &amp; School:</b>	<b>Observer Name or Signature:</b>	

<i>Standard</i>	<i>Collection of Evidence (Description)</i>	<i>Rating (1-4)</i>
<b>DOMAIN I: SHARED VISION, SCHOOL CULTURE, AND FAMILY ENGAGEMENT</b>		
1. Implements a shared vision		
2. Maintains a supportive, secure, and respectful learning environment		
3. Engages in courageous conversations about diversity		
4. Welcomes families and community members into the school		
<b>DOMAIN II: TEACHING AND LEARNING</b>		
5. Supports the development and implementation of Mississippi standards-based lesson and unit plans		
6. Implements effective instructional strategies to meet student learning needs		
7. Tracks student-level data to drive continuous improvement		

<i>Standard</i>	<i>Collection of Evidence (Description)</i>	<i>Rating (1-4)</i>
8. Uses disaggregated data to inform academic intervention		
<b>DOMAIN III: STAFF DEVELOPMENT</b>		
9. Provides actionable feedback		
10. Coaches and implements learning structures		
11. Provides leadership opportunities		
12. Develops a highly effective leadership team		
<b>DOMAIN IV: STRATEGIC PLANNING AND SYSTEMS</b>		
13. Develops and implements a strategic plan		
14. Monitors progress toward goals		
15. Effectively manages professional time		
16. Aligns and manages the school's resources		
<b>DOMAIN V: PERSONAL LEADERSHIP AND GROWTH</b>		
17. Demonstrates self-awareness, reflection, and on-going learning		

<i>Standard</i>	<i>Collection of Evidence (Description)</i>	<i>Rating (1-4)</i>
18. Demonstrates resiliency in the face of challenge		
19. Communicates with stakeholders		

**Strengths:**

**Areas of improvement:**