

Gloucester City Instructional Supervisor Evaluation Summary Scores

Standard process for evaluating all standards under these conditions:

- 1 **Not Demonstrated** rating of an element within a standard: Maximum rating of **Developing** for standard
- 2 **Not Demonstrated** ratings of an element within a standard: Maximum rating of **Not Demonstrated** for standard
- 1 **Developing** rating of an element within a standard: Maximum rating of **Proficient** for standard

For summary ratings:

Standard I:

Instructional Supervisor demonstrate leadership - (3 elements)

2 Proficient = **Proficient rating**

2 Accomplished = **Accomplished rating**

2 Distinguished = **Distinguished rating**

1 Proficient; 1 Accomplished; 1 Distinguished = **Accomplished**

Standard II:

Instructional Supervisor facilitate learning for all students – (2 elements)

2 Proficient = **Proficient rating**

2 Accomplished = **Accomplished rating**

2 Distinguished = **Distinguished rating**

1 Proficient; 1 Accomplished = **Proficient rating**

1 Proficient; 1 Distinguished = **Proficient rating**

1 Distinguished; 1 Accomplished = **Accomplished rating**

Standard III:

Instructional Supervisor reflect upon their practice – (4 elements)

3 Proficient = **Proficient rating**

3 Accomplished = **Accomplished rating**

3 Distinguished = **Distinguished rating**

2 Proficient; 2 Accomplished = **Proficient rating**

2 Accomplished; 2 Distinguished = **Accomplished rating**

NOTE: Other observation/evaluative information may be considered when determining standard rating. Rating can only be adjusted one level.

Gloucester City-CONVERSION TO STATE RUBRIC-Instructional Supervisor Practice Score

(4) Highly Effective: Accomplished/Distinguished

-3 Distinguished Standard ratings = 4.0

-1 Accomplished Standard & 2 Distinguished Standard ratings = 3.9

-2 Accomplished Standard & 1 Distinguished Standard ratings = 3.8

(3) Effective: Proficient/Accomplished

-3 Accomplished Standard ratings = 3.5

-1 Proficient, 1 Accomplished; 1 Distinguished = 3.5

-1 Proficient & 2 Accomplished ratings = 3.35

-2 Proficient & 1 Accomplished = 3.2

-3 Proficient Standard ratings = 2.85

(2) Partially Effective:

-1 Developing Standard rating = 2.0

(1) Ineffective:

-2 Developing Standard ratings = 1.0

-1 Not Demonstrated Standard rating = 1.0