



New Teacher of the Year Rubric

Note: The rubric is to be used holistically across all application components.

Key Competency	1 (Ineffective)	2 (Effective Emerging)	3 (Effective Proficient)	4 (Highly Effective)
The candidate guides students of all backgrounds and abilities to achieve excellence.	<ul style="list-style-type: none"> • Demonstrates little pedagogical and content knowledge • Does not demonstrate recognition of students of all backgrounds and abilities through instruction/leadership 	<ul style="list-style-type: none"> • Demonstrates some pedagogical and content knowledge • Holds moderately high academic expectations • Demonstrates some recognition of students through instruction/leadership 	<ul style="list-style-type: none"> • Demonstrates pedagogical and content knowledge • Holds themselves to high standards and creates fair, growth-oriented expectations • Recognizes and values students as demonstrated through relevant instruction/leadership 	<ul style="list-style-type: none"> • Demonstrates pedagogical and content expertise • Holds themselves to high standards and creates achievable, fair, and growth-oriented expectations for all students • Recognizes, values and advocates for students of all backgrounds and abilities through deliberate and relevant instruction/leadership
Key Competency	1 (Ineffective)	2 (Effective Emerging)	3 (Effective Proficient)	4 (Highly Effective)
The candidate demonstrates leadership and innovation in and outside of the school building walls that embodies lifelong learning.	<ul style="list-style-type: none"> • Does not show evidence of innovation and growth mindset • Does not demonstrate impact on the educational system and is not involved in efforts to help students excel 	<ul style="list-style-type: none"> • Shows minimal evidence of innovation and growth mindset • Demonstrates minimal impact on the educational system and little involvement in efforts to help students excel 	<ul style="list-style-type: none"> • Demonstrates some innovation and growth mindset. This is manifested inside the school building walls and shows how the educator enhances student learning • Is positively impacting the educational system and is 	<ul style="list-style-type: none"> • Is an innovator and lifelong learner. This may manifest itself inside and/or outside the school building walls. This shows how the educator uses creativity and ingenuity to enhance learning, positively impact the teaching profession, and promote lifelong learning



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Key Competency	1 (Ineffective)	2 (Effective Emerging)	3 (Effective Proficient)	4 (Highly Effective)
<p>The candidate collaborates with colleagues, students, and families to create a classroom culture of respect and success.</p>	<ul style="list-style-type: none"> • Does not collaborate to enhance the learning and educational experiences of students • Does not build relationships with colleagues, students, and families, and shows no involvement in creating a positive culture • Communication is not clear and/or it is not compelling 	<ul style="list-style-type: none"> • Minimally collaborates to enhance the learning and educational experiences of students • Minimally builds relationships with colleagues, students, and families, and shows little involvement in creating a positive culture • Communication is generally, but not completely, clear and/or compelling 	<p>involved in efforts to help students excel</p> <ul style="list-style-type: none"> • Demonstrates collaboration to enhance the learning and educational experiences of students • Builds relationships with colleagues, students, and families, and brings groups of people together in order to create a positive culture as well as establish a safe learning environment • Communicates with stakeholders in a somewhat clear, compelling, and impactful manner 	<ul style="list-style-type: none"> • Is transforming the educational system and creating pathways for students and teachers to excel in new and different ways • Exemplifies how collaboration enhances the learning and educational experiences of all students • Demonstrates an ability to build meaningful relationships with colleagues, students, and families, and uses creative/inventive ways to bring groups of people together in order to create a culture of respect, achievement, and wellness, as well as establish a safe and thriving learning environment • Communicates with all stakeholders in a clear, compelling, impactful manner that leads to lifelong success



New Teacher of the Year Rubric

Key Competency	1 (Ineffective)	2 (Effective Emerging)	3 (Effective Proficient)	4 (Highly Effective)
<p>The candidate is inspiring, compelling and professional and has the ability to connect and represent new teachers across the state.</p>	<ul style="list-style-type: none"> • Communication is not clear and/or it is not compelling • Communicates a message that is not relevant to a wide range of audiences • Does not express a capability to speak on behalf of all new educators in the state 	<ul style="list-style-type: none"> • Communicates in a manner which is generally, but not completely clear and/or compelling • Communicates a message that is minimally relevant to a wide range of audiences • Minimally expresses a capability to speak on behalf of all new educators in the state 	<ul style="list-style-type: none"> • Communicates in a way which is somewhat engaging, inspiring, and impactful • Communicates a message which is somewhat timeless and relevant to a wide range of audiences • Expresses a capability to speak on behalf of all new educators in the state 	<ul style="list-style-type: none"> • Communicates in a way which is engaging, inspiring, impactful, and unifying • Communicates a captivating message which is both timeless and relevant to a wide range of audiences • Expresses a strong capability to speak on behalf of all new educators in the state • Presents themselves in a professional and confident manner • Communicates a message that is capable of attracting and retaining educators to the profession