Teacher’s Name\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Date\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

PERFORMANCE FRAMEWORK

PORTFOLIO RUBRIC

Each teacher will create his/her own portfolio and present it to the Differential Pay Committee in the Spring. Following is the rubric that will be used to judge the portfolio contents.

Evaluation will be “yes” or “no” as ALL content areas must be included with proof of deliverance. The committee will determine if the curriculum is the desired quality.

To receive Differential Pay a teacher can compete in **ALL** four areas or just **ONE** area. To be considered for the Differential Pay teachers must create and present their portfolio in the area in which the teacher wants to be considered for pay.

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| --- | --- | --- |
| Portfolio Contents | Evaluation | Committee  Acceptance of quality |
| Curriculum: (40%)  American Heritage Curriculum  Core Knowledge Curriculum for elementary and  Assigned Curriculum for secondary with CCSS  required at both levels. |  |  |
|  |  |  |
| Leadership/Professional Development: (25%)   1. Training (presenting & participating) 2. Collaboration (presenting & participating) 3. American Heritage Curriculum Support 4. Extra Activities associated with the school 5. Approved Professional Development |  |  |
|  |  |  |
| Individual Student Growth: (20%)  All teachers will show student growth in the classroom  By showing a **beginning** criteria and an **ending** criteria  (Suggestion: grades or student portfolio)  (Suggestion: Academic Fair pictures) |  |  |

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| Portfolio Contents | Evaluation | Committee  Acceptance of quality |
| Technology: (15%)  Computer lab use, including (1) Study Island, Reading  Eggs at **Elementary** K-6 grades. (2) Proof of classroom  use of Technology In presentations and any other  areas Supplementing classroom instruction.  Computer lab use including (1) Study Island at  **Secondary** 7-12 grades. (2) Teachers create and use  classes in the BrainHoney Program. (3) Teachers use  technology in classroom presentations regularly. |  |  |