

Center Grove Dean of Students Effectiveness Rubric (v.2017)

Printed: December 10, 2020 at 9:17am



Center Grove
Community School Corporation
Greenwood, Indiana

Domain 1: Planning and Preparation (25.00%)

1.1 Demonstrates knowledge of adolescent development and expected behaviors

Highly Effective

Demonstrates thorough knowledge of adolescent development and expected behaviors (1.1.HE)

Effective

Demonstrates knowledge of adolescent development and expected behaviors (1.1.E)

Improvement Necessary

Demonstrates limited knowledge of adolescent development and expected behaviors (1.1.IN)

Ineffective

Demonstrates no knowledge of adolescent development and expected behaviors (1.1.I)

1.2 Demonstrates knowledge of student discipline within the approved procedures and rules

Highly Effective

Demonstrates thorough knowledge of student discipline within the approved procedures and rules (1.2.HE)

Effective

Demonstrates knowledge of student discipline within the approved procedures and rules (1.2.E)

Improvement Necessary

Demonstrates limited knowledge of student discipline within the approved procedures and rules (1.2.IN)

Ineffective

Demonstrates no knowledge of student discipline within the approved procedures and rules (1.2.I)

1.3 Demonstrates knowledge of corporation, state and federal regulations and guidelines

Highly Effective

Demonstrates thorough knowledge of corporation, state and federal regulations and guidelines (1.3.HE)

Effective

Demonstrates knowledge of corporation, state and federal regulations and guidelines (1.3.E)

Improvement Necessary

Demonstrates limited knowledge of corporation, state and federal regulations and guidelines (1.3.IN)

Ineffective

Demonstrates no knowledge of corporation, state and federal regulations and guidelines (1.3.I)

1.4 Sets and communicates clear, fair and consistent behavioral expectations for students

Highly Effective

Sets and communicates clear, fair and consistent behavioral expectations for students and goes above and beyond in working with all students beyond just assigning consequences (1.4.HE)

Effective

Sets and communicates clear, fair and consistent behavioral expectations for students (1.4.E)

Improvement Necessary

Sets and communicates behavioral expectations for students but they are inconsistent (1.4.IN)

Ineffective

Does not set and communicate clear, fair and consistent behavioral expectations for students (1.4.I)

Center Grove Dean of Students Effectiveness Rubric (v.2017)

Printed: December 10, 2020 at 9:17am



Center Grove
Community School Corporation
Greenwood, Indiana

Domain 2: The School and Classroom (30.00%)

2.1 Organizes and fosters a safe environment

Highly Effective	Effective	Improvement Necessary	Ineffective
Collaborates with students to organize and foster a safe environment (2.1.HE)	Organizes and fosters a safe environment (2.1.E)	Organizes and fosters a safe environment but it is not on a consistent basis (2.1.IN)	Does not organize or foster a safe environment (2.1.I)

2.2 Establishes a culture for learning

Highly Effective	Effective	Improvement Necessary	Ineffective
Collaborates with students to establish a culture of learning based on mutual respect and fairness for all students (2.2.HE)	Establishes a culture of learning based on mutual respect and fairness for all students (2.2.E)	Establishes a culture of learning based on mutual respect and fairness but it is not consistent for all students (2.2.IN)	Does not establish a culture of learning based on mutual respect or fairness for all students (2.2.I)

2.3 Establishes and maintains procedures

Highly Effective	Effective	Improvement Necessary	Ineffective
Collaborates with staff and students to establish and maintain procedures (2.3.HE)	Establishes and maintains procedures (2.3.E)	Establishes and maintains procedures but not on a consistent basis (2.3.IN)	Does not establish or maintain procedures (2.3.I)

2.4 Manages and enforces student behavior

Highly Effective	Effective	Improvement Necessary	Ineffective
Collaborates with students to manage their own behaviors (2.4.HE)	Manages and enforces student behavior (2.4.E)	Manages and enforces student behavior but not consistently for all students (2.4.IN)	Does not manage or enforce student behavior (2.4.I)

Domain 3: Instructional Support (30.00%)

3.1 Collaborates with teachers to support the learning environment

Highly Effective	Effective	Improvement Necessary	Ineffective
------------------	-----------	-----------------------	-------------

Center Grove Dean of Students Effectiveness Rubric (v.2017)

Printed: December 10, 2020 at 9:17am



Center Grove
Community School Corporation
Greenwood, Indiana

Collaborates with teachers to support the learning environment by supporting their classrooms and offering new ideas to manage student behaviors when needed (3.1.HE)

Collaborates with teachers to support the learning environment (3.1.E)

Collaborates with teachers to support the learning environment but not consistently for all teachers (3.1.IN)

Does not collaborate with teachers to support the learning environment (3.1.I)

3.2 Manages the day to day safety and security during the school day

Highly Effective

Effective

Improvement Necessary

Ineffective

Manages the day to day safety and security during the school day and seeks out new ways to promote student and staff safety (3.2.HE)

Manages the day to day safety and security during the school day (3.2.E)

Manages the day to day safety and security during the school day but not on a consistent basis (3.2.IN)

Does not manage the day to day safety and security during the school day (3.2.I)

3.3 Manages emergency situations

Highly Effective

Effective

Improvement Necessary

Ineffective

Manages emergency situations and reviews plans to improve and revise them (3.3.HE)

Manages emergency situations (3.3.E)

Manages some emergency situations (3.3.IN)

Does not manage emergency situations (3.3.I)

3.4 Discusses issues and concerns with students

Highly Effective

Effective

Improvement Necessary

Ineffective

Discusses issues and concerns with students assuming responsibility for their actions and accepting appropriate consequences (3.4.HE)

Discusses issues and concerns with students (3.4.E)

Discusses issues and concerns with students but not consistently with all students (3.4.IN)

Does not discuss issues and concerns with students (3.4.I)

3.5 Responds to staff and parents

Highly Effective

Effective

Improvement Necessary

Ineffective

Is proactive in responses to staff and parents (3.5.HE)

Responds to staff and parents (3.5.E)

Responds to staff and parents but it is not timely (3.5.IN)

Does not respond to staff or parents (3.5.I)

3.6 Demonstrates flexibility and responsiveness

Center Grove Dean of Students Effectiveness Rubric (v.2017)

Printed: December 10, 2020 at 9:17am



Center Grove
Community School Corporation
Greenwood, Indiana

Highly Effective	Effective	Improvement Necessary	Ineffective
Anticipates and plans using a wide range of strategies and interventions in working with students (3.6.HE)	Demonstrates flexibility and responsiveness (3.6.E)	Demonstrates flexibility and responsiveness on some issues but not consistently (3.6.IN)	Does not demonstrate flexibility or responsiveness (3.6.I)

Domain 4: Professionalism (15.00%)

4.1 Reflects on practice toward improvement

Highly Effective	Effective	Improvement Necessary	Ineffective
Reflects on practice to improvement by collaborating with administrative team and teachers to seek input (4.1.HE)	Reflects on practice to improve (4.1.E)	Reflects on practice but does not implement positive changes to improvement (4.1.IN)	Does not reflect on practice to improvement (4.1.I)

4.2 Maintains accurate records

Highly Effective	Effective	Improvement Necessary	Ineffective
Maintains accurate records and reflects on practice to improve (4.2.HE)	Maintains accurate records (4.2.E)	Maintains accurate records but not consistently (4.2.IN)	Does not maintain accurate records (4.2.I)

4.3 Communicates with families

Highly Effective	Effective	Improvement Necessary	Ineffective
Proactively communicates with families (4.3.HE)	Communicates with families (4.3.E)	Communication with families is sporadic and inconsistent (4.3.IN)	Does not communicate with families (4.3.I)

4.4 Participates in professional development and growth

Highly Effective	Effective	Improvement Necessary	Ineffective
Participates in professional development and growth and seeks out colleagues as mentors (4.4.HE)	Participates in professional development and growth (4.4.E)	Participates in professional development and growth but does not put what is learned to practice (4.4.IN)	Does not participate in professional development (4.4.I)

4.5 Demonstrates and maintains professionalism through integrity, fairness, dependability and student advocacy

Center Grove Dean of Students Effectiveness Rubric (v.2017)

Printed: December 10, 2020 at 9:17am



Center Grove
Community School Corporation
Greenwood, Indiana

Highly Effective

Demonstrates and maintains professionalism through integrity, fairness and dependability and seeks out outside agencies to advocate for students' needs (4.5.HE)

Effective

Demonstrates and maintains professionalism through integrity, fairness, dependability and student advocacy (4.5.E)

Improvement Necessary

Demonstrates and maintains professionalism through integrity, fairness and dependability while advocating for a few students (4.5.IN)

Ineffective

Does not demonstrate or maintain professionalism (4.5.I)