

Hanford Elementary School District

Induction Program

Administrative Services Credential Clear Induction Program

Program Completion Rubric

Candidate Name	Date
Coach Name	

	Levels o	f Attainment of Con	npetency		
Areas of	Exceeds Demonstrates		Approaches	Does Not Meet	
Demonstration	Competency = 4	Competency = 3	Competency = 2	Competency = 1	
Description of Experiences and Activities Related to Program Expectations	The entire description of the experiences and activities are clearly related to the specific goals and objectives of the IIP. Evidence demonstrates exemplary practice that meets standards related to the specific CPSEL goal and/or objective. All of the components demonstrate the use of clear, well organized and accurate written communication.	Most of the description of the experiences and activities are related to the specific goals and objectives of the IIP. Evidence demonstrates practice that meet standards related to the specific CPSEL goal and/or objective. There are only one or two occurrences of unorganized, inaccurate, or difficult to interpret written information.	Some of the description of the experiences and activities are related to the specific goals and objectives from the IIP. Evidence demonstrates practice that is approaching the standards related to the specific CPSEL goal and/or objective. There are three or four occurrences of unorganized, inaccurate, or difficult to interpret written information.	Most of the description of the experiences and activities are unrelated to the specific goals and objectives of the IIP or are missing. Evidence demonstrates practice that is not meeting the standards related to the specific CPSEL goal and/or objective. There are more than four instances of unorganized, inaccurate, or difficult to interpret written information.	
IIP					
Inquiry #1 Inquiry #2					
Inquiry #2	Inquiry Research Project Observation Records				
Inquiry Obs. #1	- J				
Inquiry Obs. #2					
Inquiry Obs. #3					

	Pos	t Observation R	eflection Record		
#1					
#2					
#3					
F	Professional Deve	lopment and Ob	servation Reflection	s Records	
PD Reflection					
Obs. Reflection					

	Self-Assessment D	escriptions of Practi	ce for the CPSELs	
Areas of	Exemplifies the	Meets the	Approaches the	Directed Toward
Demonstration	Standard = 4	Standard = 3	Standard = 2	the Standard = 1
	Candidate generates	Candidate is able to	Candidate has an	Candidate has basic
	innovative strategies	execute vision	emerging strategic	knowledge, skills,
	to address complex	driven action by	vision, enabling	and attitudes that
	teaching and learning challenges.	capitalizing on knowing what needs	him/her to see how activities work	enable him/her to carry out his/her
	He/she gains	to be done, how to	together and to	work activity by
	commitment from	do it, and why it	understand the	activity, with each
	staff and others	should be done.	leadership actions	segment
	because of the	Builds leadership	necessary to	independent from
	positive results	capacity in others	generate results.	others. May be
	gained. Positive	that result in	He/she initiate and	engaged in "starter" activities but efforts
	relationships are used as leverage to	increasing staff, student growth and	carry out actions that build on	may not be strategic
	distribute leadership	well-being.	patterns of success.	or productive.
	and accountability		Engages staff and	p. c. c. c.
	across the		stakeholders in	
	community.		planning and team	
			action focused on	
			shared	
			teaching/learning goals.	
Initial Self-			50ais.	
Assessment				
(Candidate completed				
self-assessment on all				
standard elements)				
Standards 1,2,3				
Mid-Year Self-				
Assessment				
(Candidate identifies				
areas on self- assessment and shows				
growth)				
Standards 1,2,3				
Beginning of				
Year 2 Self-				
Assessment				
(Candidate identifies				
areas on self- assessment and shows				
growth)				
Standards 4,5,6				
Final Self-				
Assessment				
(Candidate identifies areas on self-				
assessment and shows				
growth)				
Standards 4,5,6				

Standard	Selected	Exceeds	Demonstrates	Approaches	Does Not
Stanuaru	Element and				Meet
		Competency	Competency	Competency	
	Evidence	= 4	= 3	= 2	Competency
		The entire	Most of the	Some of the	= 1
		description of	description of	description of	Most of the
		the experiences	the experiences	the experiences	description of
		and activities	and activities	and activities	the experiences
		are clearly	are related to the	are related to the	and activities
		related to the	specific goals	specific goals	are unrelated to
		specific goals	and objectives of the IIP.	and objectives from the IIP.	the specific
		and objectives of the IIP.	Evidence	Evidence	goals and
		Evidence	demonstrates	demonstrates	objectives of the IIP or are
		demonstrates	practice that	practice that is	missing.
		exemplary	meet standards	approaching the	Evidence
		practice that	related to the	standards	demonstrates
		meets standards	specific CPSEL	related to the	
		related to the	goal and/or	specific CPSEL	practice that is not meeting the
		specific CPSEL	objective. There	goal and/or	standards
		goal and/or	are only one or	objective. There	related to the
		objective. All of	two occurrences	are three or four	specific CPSEL
		the components	of unorganized,	occurrences of	goal and/or
		demonstrate the	inaccurate, or	unorganized,	objective. There
		use of clear,	difficult to	inaccurate, or	are more than
		well organized	interpret written	difficult to	four instances of
		and accurate	information.	interpret written	unorganized,
		written	information.	information.	inaccurate, or
		communication.			difficult to
					interpret written
					information.
1. Development					
and					
Implementation					
of a Shared Vision					
2. Instructional					
Leader					
3. Management					
and Learning					
Environment					
4. Family and					
Community					
Engagement					
5 Ed.: 1					
5. Ethics and					
Integrity					
6. Understanding					
and					
Communication					
Policy					

Administrative Services Credential Clear Induction Program

Program Completion Rubric

Overall	Levels of Attainment of Competency			
Areas of Demonstration	Exceeds	Demonstrates	Approaches	Does Not Meet
	Competency = 4	Competency = 3	Competency = 2	Competency = 1
	The entire	Most of the	Some of the	Most of the
	description of the	description of the	description of the	description of the
	experiences and	experiences and	experiences and	experiences and
	activities are clearly	activities are	activities are	activities are
	related to the	related to the	related to the	unrelated to the
	specific goals and	specific goals and	specific goals and	specific goals and
	objectives of the	objectives of the	objectives from	objectives of the
	IIP. Evidence	IIP. Evidence	the IIP. Evidence	IIP or are
	demonstrates	demonstrates	demonstrates	missing.
	exemplary practice	practice that meet	practice that is	Evidence
	that meets standards	standards related	approaching the standards related	demonstrates
	related to the	to the specific		practice that is
	specific CPSEL goal and/or	CPSEL goal	to the specific	not meeting the standards related
	objective. All of the	and/or objective. There are only	CPSEL goal and/or objective.	to the specific
	components	one or two	There are three or	CPSEL goal
	demonstrate the use	occurrences of	four occurrences	and/or objective.
	of clear, well	unorganized,	of unorganized,	There are more
	organized and	inaccurate, or	inaccurate, or	than four
	accurate written	difficult to	difficult to	instances of
	communication.	interpret written	interpret written	unorganized,
		information.	information.	inaccurate, or
				difficult to
				interpret written
				information.
Description of Experiences AND				
Activities Related to Program				
Expectations				

Criteria for completion: All Candidates must obtain a minimum of a level 3 "Demonstrates Competency" or a level 4 "Exceeds Competency" to be recommended for the Administrative Services Clear Credential.

Candidate Signature	Date
Coach Signature	Date
Program Coordinator	Date