

BVSD Effective Instructional Specialists Professional Standards Weighting of Professional Practices Worksheet

Standard 1: Instructional Specialists
Demonstrate mastery in pedagogy,
content, and district systems

Element a – Alignment	
Element b – Literacy	
Element c – Numeracy	
Element d – On-going Professional Learning	
Element e – Connectedness	
Element f - Adult Learning	
Element g - Communication	
Total possible points 28	
Final Standard 1 Rating	

Cut Scores:

7-10 Essential
11-17 Partially Effective
18-24 Effective
25-28 Highly Effective

Standard 2: Instructional Specialists establish a
Safe, inclusive, and respectful learning environment
for a diverse population of learners

Element a – Learning Environment	
Element b – Collaborative Relationships	
Element c – Differentiation	
Element d – Communication	
Total possible points 16	
Final Standard 2 Rating	

Cut Scores:

4-6 Essential
7-10 Partially Effective
11-14 Effective
15-16 Highly Effective

Standard 3: Instructional Specialists plan and deliver
effective instruction and create an environment that
facilitates learning for all teachers

Element a – Teacher Professional Development	
Element b – Instructional Practice	
Element c – Effective Practices	
Element d – Technology	
Element e – Critical Thinking	
Element f – Teacher Collaboration	
Element g – Communication Skills	
Element h – Feedback	
Total possible points 32	
Final Standard 3 Rating	

Cut Scores:

8-13 = Essential
14-21 = Partially Effective
22-29 = Effective
30-32 = Highly Effective

Standard 4: Instructional Specialists reflect on their
practice

Element a – Contributing to a Reflective Culture	
Element b – Professional Development	
Total possible points 8	
Final Standard 4 Rating	

Cut Scores:

2-3 = Essential
4-5 = Partially Effective
6-7 = Effective
8 = Highly Effective

Standard 5: Instructional Specialists demonstrate
leadership

Element a – Educational Leadership	
Element b – Professional Leadership	
Element c – Ethics	
Total possible points 12	
Final Standard 5 Rating	

Cut Scores:

3-4 = Essential
5-7 = Partially Effective
8-10 = Effective
11-12 = Highly Effective

24- 41 = Essential, 42-65 = Partially Effective, 66-89 = Effective, 90-96 = Highly Effective
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Final Standard Rating: 1 = Essential, 2 = Partially Effective, 3 = Effective, 4 = Highly Effective