

Minnesota Department of Education
Peer Review-Site Visit Rubric

Criteria	Recommendations	Meets Expectations	Commendations
Career Ladder		<p>The career ladder has been fully implemented. Teachers clearly understand the role of the career ladder positions and feel that the hiring process for these positions is equitable and transparent. The ratios for these positions is reasonable and can easily be accomplished in the time provided for the position. An evaluation system is in place for the position and the salary augmentation is awarded in relation to completing the duties of the position. Adequate release time is provided.</p>	
Job-Embedded Professional Development		<p>The job-embedded professional development system is aligned with the staff development plan and the district's educational improvement plan. Teachers clearly understand the expectations for their team meetings and these meetings align to the achievement of site based student achievement gains. Team size and composition are reasonable, the learning during meetings translates into the teachers classroom instruction, and teams meet on an ongoing, weekly or bi-weekly basis. Teachers clearly understand the purpose of the team meeting and have been trained on the expectations.</p>	

Minnesota Department of Education
Peer Review-Site Visit Rubric

Teacher Evaluation		All evaluators have received initial and ongoing training to ensure inter-rater reliability and prevent score inflation. In addition all teacher have been trained in how the evaluation system will be conducted and what will need to be demonstrated to earn performance pay.	
Performance Pay		All teachers have been trained in how performance pay will be awarded and clearly understand what they must demonstrate in order to receive each performance award and movement on the salary schedule. Performance pay can be earned in each of the three required areas for meeting school wide student achievement gains, measures of student achievement, and teacher evaluations.	
Alternative Salary Schedule		The salary schedule has been reformed so that teachers move based on performance measures. If a timeline is in place for completing this reform, it is being adhered to and will be in place by the next contract. Teachers are informed of what the reform is and how to earn movement on the salary schedule based on performance.	