Component	Ineffective (1)	Developing (2)	Effective (3)	Highly Effective (4)	Observations
4.4b Evidence for	The Professional	The Professional Growth	The Professional Growth	The Professional Growth Goal	
Approval of	Growth Goal is not	Goal does not fully address	Goal fully addresses the	fully addresses the following	
Professional	submitted OR is	the following pieces:	following pieces:	pieces:	
Growth Goal	missing any of the			S – Specific:	
	following pieces:	S – Specific:	S – Specific:	The educator clearly identifies	
RIPTS 7,9,10,11	S – Specific:	The educator clearly	The educator clearly	the skill or knowledge to be	
INTASC: 9,10	The educator	identifies the skill or	identifies the skill or	enhanced	
	clearly identifies	knowledge to be enhanced	knowledge to be	M – Measureable:	
	the skill or		enhanced	There is a clear source of	
	knowledge to be	M – Measureable:	M – Measureable:	evidence for measuring the	
	enhanced	There is a clear source of	There is a clear source of	completion of action	
	M – Measureable:	evidence for measuring the	evidence for measuring	steps/plans	
	There is a clear	completion of action	the completion of action	A – Attainable:	
	source of evidence	steps/plans	steps/plans	Action steps/plan describe the	
	for measuring the		A – Attainable:	steps and strategies to be	
	completion of	A – Attainable:	Action steps/plan	completed	
	action steps/plans	Action steps/plan describe	describe the steps and	R – Relevant:	
	A – Attainable:	the steps and strategies to	strategies to be	Connection to the Professional	
	Action steps/plan	be completed	completed	Practice rubric and/or district	
	describe the steps	R – Relevant:	R – Relevant:	initiatives is stated	
	and strategies to be	Connection to the	Connection to the	T – Time Bound	
	completed	Professional Practice rubric	Professional Practice	The length of time for attaining	
	R – Relevant:	and/or district initiatives is	rubric and/or district	the goal is identified	
	Connection to the	stated	initiatives is stated	PLUS	
	Professional	T – Time Bound	T – Time Bound	Benchmarks for gauging	
	Practice rubric	The length of time for	The length of time for	progress partway through the	
	and/or district	attaining the goal is	attaining the goal is	year are included	
	initiatives is stated	identified	identified		
	T – Time Bound				
	The length of time				
	for attaining the				
	goal is identified				