



Core Values Rubric

CORE VALUE	SIGNIFICANTLY ABOVE EXPECTATIONS (5)	AT EXPECTATIONS (3)	SIGNIFICANTLY BELOW EXPECTATIONS (1)
STUDENTS FIRST ☐	ALWAYS: - centers every decision around what is best for students. - works to understand the unique needs of each student. - thinks about the whole child.	USUALLY: - centers every decision around what is best for students. - works to understand the unique needs of each student. - thinks about the whole child.	INCONSISTENTLY: - centers every decision around what is best for students. - works to understand the unique needs of each student. - thinks about the whole child.
ACCOUNTABILITY ☐	ALWAYS: - does what we say we are going to do. - uses data to make decisions. - owns mistakes and learns from them.	USUALLY: - does what we say we are going to do. - uses data to make decisions. - owns mistakes and learns from them.	INCONSISTENTLY: - does what we say we are going to do. - uses data to make decisions. - owns mistakes and learns from them.
EQUITY ☐	ALWAYS: - meets students where they are. - gives each student the opportunity to succeed. - keeps the bar high for all students.	USUALLY: - meets students where they are. - gives each student the opportunity to succeed. - keeps the bar high for all students.	INCONSISTENTLY: - meets students where they are. - gives each student the opportunity to succeed. - keeps the bar high for all students.
EXCELLENCE ☐	ALWAYS: - sets high standards for ourselves and our students. - focuses on outcomes and continuously strives to be better. - learns from each other and has the courage to try new things. - celebrates improvement and success.	USUALLY: - sets high standards for ourselves and our students. - focuses on outcomes and continuously strives to be better. - learns from each other and has the courage to try new things. - celebrates improvement and success.	INCONSISTENTLY: - sets high standards for ourselves and our students. - focuses on outcomes and continuously strives to be better. - learns from each other and has the courage to try new things. - celebrates improvement and success.
ENGAGEMENT ☐	ALWAYS: - goes above and beyond to support student success. - actively listens and participates. - demonstrates commitment, not compliance.	USUALLY: - goes above and beyond to support student success. - actively listens and participates. - demonstrates commitment, not compliance.	INCONSISTENTLY: - goes above and beyond to support student success. - actively listens and participates. - demonstrates commitment, not compliance.

INTEGRITY ☐	ALWAYS: - does what is right, even when no one is looking. - honest and transparent. - models the behavior we expect from others.	USUALLY: - does what is right, even when no one is looking. - honest and transparent. - models the behavior we expect from others.	INCONSISTENTLY: - does what is right, even when no one is looking. - honest and transparent. - models the behavior we expect from others.
TEAMWORK ☐	ALWAYS: - collaborates and communicates across classrooms, departments, and buildings. - trusts and respects each other. - thinks about how our actions and decisions impact others. - supports each other to achieve our shared Vision of preparing every student for college, career, and life success.	USUALLY: - collaborates and communicates across classrooms, departments, and buildings. - trusts and respects each other. - thinks about how our actions and decisions impact others. - supports each other to achieve our shared Vision of preparing every student for college, career, and life success.	INCONSISTENTLY: - collaborates and communicates across classrooms, departments, and buildings. - trusts and respects each other. - thinks about how our actions and decisions impact others. - supports each other to achieve our shared Vision of preparing every student for college, career, and life success.
PUNCTUALITY ☐	ALWAYS on time and follows assigned schedule.	USUALLY on time and follows assigned schedule.	INCONSISTENTLY on time and follows assigned schedule.
DEADLINES ☐	ALWAYS meets assigned deadlines.	USUALLY meets assigned deadlines.	INCONSISTENTLY meets assigned deadlines.
ATTENDANCE ☐	Has used 5 or less sick days and no B days.	Has used 8 or less sick days and no B days.	Has missed 12 or more days by using sick or B days.
TOTAL ☐			



Core Values Rubric Documentation

CORE VALUE	NOTES
STUDENTS FIRST	
ACCOUNTABILITY	
EQUITY	
EXCELLENCE	
ENGAGEMENT	
INTEGRITY	
TEAMWORK	
PUNCTUALITY	
DEADLINES	
ATTENDANCE	