



# STEAM Academy Evaluation Rubric for SPS Services

Category	Evaluation Criteria	Rating	Evidence Provided
Academic Performance	Assists School Leader with implementing educational program	Below Expectation, <b>Meets Expectation</b> , Exceeds, Not Demonstrated, Not Applicable	Verification from school data
Academic Performance	Assists School Leader with providing progress towards charter goals	Below Expectation, <b>Meets Expectation</b> , Exceeds, Not Demonstrated, Not Applicable	Updates to school board
Academic Performance	Conducts evaluations and reviews data for student improvement	Below Expectation, <b>Meets Expectation</b> , Exceeds, Not Demonstrated, Not Applicable	Demonstration of data awareness
Academic Performance	Provides support to special populations	Below Expectation, <b>Meets Expectation</b> , Exceeds, Not Demonstrated, Not Applicable	Compliance documentation
Organizational Performance	Assists School Leader with providing information to the Board	Below Expectation, Meets Expectation, <b>Exceeds</b> , Not Demonstrated, Not Applicable	Timely issue resolution
Organizational Performance	Assists School Board as needed	Below Expectation, Meets Expectation, <b>Exceeds</b> , Not Demonstrated, Not	Ease of contact with CMO

Applicable

Organizational Performance	Assists school in being compliant with statutory and regulatory requirements	Below Expectation, Meets Expectation, Exceeds, Not Demonstrated, Not Applicable	Statutory compliance documentation
Financial Performance	Assists School Leader in providing understandable monthly financial data	Below Expectation, Meets Expectation, Exceeds, Not Demonstrated, Not Applicable	Monthly financial reports
Cultural and Climate	Establishes relationships with School Leader	Below Expectation, Meets Expectation, Exceeds, Not Demonstrated, Not Applicable	Leader testimony
Cultural and Climate	Establishes relationships with the School Board	Below Expectation, Meets Expectation, Exceeds, Not Demonstrated, Not Applicable	Board testimony
Cultural and Climate	Assists in ensuring safe and supportive facility operations	Below Expectation, Meets Expectation, Exceeds, Not Demonstrated, Not Applicable	Facility safety records
Cultural and Climate	Assists in managing school operations	Below Expectation, Meets Expectation, Exceeds, Not Demonstrated, Not Applicable	Operations management records
Personnel	Consults with the Board on hiring a School Leader	Below Expectation, Meets Expectation, Exceeds, Not Demonstrated, Not Applicable	Board consultation records
Personnel	Consults on Professional	Below Expectation, Meets Expectation,	Professional Development plans

	Development for School Staff	Exceeds, Not Demonstrated, Not Applicable	
Personnel	Reviews salary and benefits to be competitive	Below Expectation, <b>Meets Expectation</b> , Exceeds, Not Demonstrated, Not Applicable	Salary review documentation
Personnel	Provides professional development based on student performance data	Below Expectation, <b>Meets Expectation</b> , Exceeds, Not Demonstrated, Not Applicable	Professional Development adjustment records
Personnel	Assists with the development and maintenance of relationships between the School and the community at large	Below Expectation, <b>Meets Expectation</b> , Exceeds, Not Demonstrated, Not Applicable	Community relationship records
Federal Programs	Assists the school in seeking and applying for grants	Below Expectation, <b>Meets Expectation</b> , <b>Exceeds</b> , Not Demonstrated, Not Applicable	Grant application records

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