

Commitment to the School Community – School-Specific Rubrics for Teachers in 2015-2016

August 2015

Overview

Commitment to the School Community (CSC) is a measure of the extent to which school-based teachers and staff members support and collaborate with their school community. Teachers and staff members receive two CSC assessments each school year, which account for 10% of their overall IMPACT scores.

IMPACT provides clear expectations for employee performance, and the CSC rubric in the IMPACT guidebooks provides a framework for CSC expectations. Given the unique context of each school, however, school leaders can also provide greater specificity in detailing school priorities and the specific actions teachers are expected to take to support these priorities as related to CSC.

New in 2015-2016, any school-specific CSC rubrics that are provided to the IMPACT team will be posted to the dashboards of teachers at that school (IMPACT Groups 1-6).

Key Considerations

When creating CSC school-specific rubrics, considerations include:

- **CSC 1: Support of the Local School Initiatives:** CSC 1 measures each teacher's commitment to unique, school-specific initiatives. School leaders can detail these initiatives in their school-specific CSC rubric and may also include specific actions teachers can take in order to meet expectations for CSC 1.
- **Cycle-Specific Rubrics:** School leaders may, at their discretion, choose to create separate CSC rubrics for Cycle 1 and Cycle 3 to address cycle-specific needs or priorities.
- **Evidence Collection:** CSC evidence may be artifacts (emails, meeting minutes, etc.), or observable behavior. School leaders may also ask teachers to submit evidence and/or a self-assessment.
- **Tour of Duty:** While duties performed on evenings and weekends may be considered when scoring CSC, all teachers should be afforded the opportunity to attain a score of a 3 and a 4 during their normal tour of duty (as outlined in their union contract). Only Family Engagement activities conducted during a teacher's contractual tour of duty can be included as a CSC *requirement*.

Questions? Contact the IMPACT Team at 202.719.6553 or impactdcps@dc.gov.