

## Rubrics and descriptors for Output Areas (FOR REFERENCE) – Updated as on April 19, 2019

I. RUBRICS

Sl. No.	Output area	Leadership responsibilities	Achievement level of leadership responsibilities	Impact of the activities	Total
1	Leadership and Management	1	2	2	5

Sl. No.	Output area	Relevant activities initiated/undertaken	Achievement level of activities	Impact of the activities	Total
2	Green School Domain	1	2	2	5

Sl. No.	Output area	Planning and preparation	Content delivery, TLM, Strategies	Lesson Observation by HoD/VP/Principal	Total
3	Curriculum Delivery and Practices	10	10	5	25

Sl. No.	Output area	Timely correction of Students' Work	Constructive feedback provided	Assessment done on a clear set criteria	Group Evaluation & timely submission of marks to school	Total
4	Holistic Assessment	8	10	5	2	25

Sl. No.	Output area	Relevant activities initiated/undertaken	Achievement level of activities	Impact of the activities	Total
5	Broader Learning Domain	1	2	2	5

Sl. No.	Output area	Relevant activities initiated/undertaken	Achievement level of activities	Impact of the activities	Total
6	Community Vitality	1	2	2	5

**II. DESCRIPTORS (TO ASSESS THE RUBRICS)**

**OUTPUT AREA 1**

Sl. No.	Leadership & Management (5)	Outstanding	Very Good	Good	Satisfactory
1	Leadership responsibilities (1)	(0.7 - 1.0) Shoulders any leadership responsibilities and takes up willingly besides teaching	(0.5 – 0.6) Shoulders leadership responsibilities as given besides teaching	(0.3 - 0.4) Shares leadership responsibilities with others besides teaching	(0.1 - 0.2) Shows interest but does not shoulder any responsibilities besides teaching
2	Achievement level of leadership responsibilities (2)	(1.6 - 2.0) Achieves all entrusted leadership responsibilities in an exemplary manner	(1.0 – 1.5) Achieves leadership responsibilities in a desired manner	(0.6 - 0.99) Achieves shared leadership responsibilities as desired	(0.1 - 0.5) Helps others to achieve the results
3	Impact of the activities (2)	(1.6 - 2.0) <ul style="list-style-type: none"> <li>• Fosters creativity and teamwork</li> <li>• Role model</li> <li>• Promotes unity and harmony</li> </ul>	(1.0 – 1.5) <ul style="list-style-type: none"> <li>• Achieves results</li> <li>• Instils sense of leadership and professionalism</li> </ul>	(0.6 - 0.99) <ul style="list-style-type: none"> <li>• Instils team spirit and shared responsibilities</li> </ul>	(0.1 - 0.5) <ul style="list-style-type: none"> <li>• Shows interest to work in teams</li> </ul>

**OUTPUT AREA 2**

Sl. No.	Green School Domain (5)	Outstanding	Very Good	Good	Satisfactory
1	Relevant activities initiated/ undertaken (1)	(0.7 - 1.0) Takes initiative to implement relevant activities at school level	(0.5 – 0.6) Takes initiatives to implement relevant activities at class level	(0.3 - 0.4) Takes initiative jointly to implement relevant activities	(0.1 - 0.2) Shows interest but does not implement any activities
2	Achievement level of activities (2)	(1.6 - 2.0) Achieves the activities in an exemplary manner	(1.0 – 1.5) Achieves the activities in a desired manner	(0.6 - 0.99) Jointly achieves the result	(0.1 - 0.5) Helps others to achieve the result
3	Impact of the activities (2)	(1.6 - 2.0) <ul style="list-style-type: none"> <li>• Fosters creativity and teamwork</li> <li>• Role model</li> <li>• Promotes unity and harmony</li> </ul>	(1.0 – 1.5) <ul style="list-style-type: none"> <li>• Achieves results</li> <li>• Instils interest, creativity and professionalism</li> </ul>	(0.6 - 0.99) <ul style="list-style-type: none"> <li>• Instils team spirit and shared responsibilities</li> </ul>	(0.1 - 0.5) <ul style="list-style-type: none"> <li>• Shows interests to work in teams</li> </ul>

**OUTPUT AREA 3**

Sl. No.	Curriculum Delivery & Practices (25)	Outstanding	Very Good	Good	Satisfactory
1	Planning and preparation (10)	(7.6 - 10.0) Initiates remedial classes and remedial activities beyond the yearly plans.	(5.1 - 7.5) Take remedial classes within the required working hours	(2.6 - 5.0) Prepares Yearly Plan, Block Plans, and 100% detailed Lesson Plans for a year	(1.0 - 2.5) Prepares Yearly Plan, Block Plans, and less than 80% Lesson Plans for a year
2	Content delivery, TLM, Strategies, APA target (10)	(7.6 - 10.0)  N/A	(5.1 - 7.5)  N/A	(2.6 - 5.0) <ul style="list-style-type: none"> <li>Delivers content with 96%-100% clarity using variety of strategies.</li> <li>Uses appropriate TLMs &amp; strategies all the time</li> <li>Meets 100% of APA target.</li> </ul>	(1.0 - 2.5) <ul style="list-style-type: none"> <li>Delivers content with clarity below 99% using variety of strategies.</li> <li>Rarely uses appropriate TLMs &amp; strategies.</li> <li>Meets less than 80% of APA target.</li> </ul>
3	Lesson Observation by HoD/VP/ Principal (5)	(4.0 - 5.0)  N/A	(3.0)  N/A	(2.0) <ul style="list-style-type: none"> <li>Lessons were observed as required.</li> <li>Incorporates feedback.</li> <li>Content delivery with 96%-100% clarity</li> <li>Uses appropriate TLMs &amp; strategies all the time</li> </ul>	(1.0) <ul style="list-style-type: none"> <li>Lessons were observed as required.</li> <li>Incorporates feedback.</li> <li>Content delivery with clarity of 95% &amp; below.</li> <li>Rarely uses appropriate TLMs and strategies.</li> </ul>

**OUTPUT AREA 4**

Sl. No.	Holistic Assessment (25)	Outstanding (7 - 8)	Very Good (5 - 6)	Good (3 - 4)	Satisfactory (1 - 2)
1	Timely correction of Students' Work (8)	N/A	N/A	100% students' works are corrected within 6 days	100% students' works are corrected beyond 6 days
2	Constructive feedback provided (10)	N/A	N/A	91% -100% : Constructive feedback given along with correction of students' work	00% and below: Constructive feedback given along with correction of students' work
3	Assessment done on a clear set criteria (5)	N/A	N/A	91% -100% assessment of students' works/ activities is done on a clear set of criteria	90% and below assessment of student's' works/ activities is done on a clear set of criteria
4	Group Evaluation and timely submission of marks to school (2)	N/A	N/A	91% -100%: <ul style="list-style-type: none"> <li>• Exemplary group coordination</li> <li>• Effectively carried out group evaluations.</li> <li>• Timely submission of marks with accuracy</li> </ul>	70% and below: <ul style="list-style-type: none"> <li>• Carries out group evaluation.</li> <li>• Submits the marks</li> </ul>

## OUTPUT AREA 5

SL. No.	Broader Learning Domain (5)	Outstanding	Very Good	Good	Satisfactory
1	Relevant activities initiated/undertaken (1)	(0.7 – 1.0) Initiates and actively engages in broad range of activities with enthusiasm	(0.5 – 0.6) Initiates and engages in most of the important activities	(0.3 - 0.4) Engages in some of the important activities	(0.1 - 0.2) Rarely engages in important activities
2	Achievement level of activities (2)	(1.6 - 2.0) Achieves activities in an exemplary manner	(1.0 – 1.5) Achieves activities in a desired manner	(0.6 - 0.99) Contributes towards achievement of results	(0.1 - 0.5) Rarely contributes towards achievement of results
3	Impact of the activities (2)	(1.6 - 2.0) <ul style="list-style-type: none"> <li>• Fosters creativity and teamwork</li> <li>• Role model</li> <li>• Promotes unity and harmony</li> </ul>	(1.0 – 1.5) <ul style="list-style-type: none"> <li>• Achieves results</li> <li>• Instils interest, creativity and professionalism</li> </ul>	(0.6 - 0.99) <ul style="list-style-type: none"> <li>• Recognizes the importance of a team player and extends necessary support</li> </ul>	(0.1 - 0.5) <ul style="list-style-type: none"> <li>• Shows interest to learn from colleagues</li> </ul>

## OUTPUT AREA 6

Sl. No.	Community Vitality (5)	Outstanding	Very Good	Good	Satisfactory
1	Relevant activities initiated/undertaken (1)	(0.7 - 1.0) Initiates and actively engages in range of activities with enthusiasm	(0.5 – 0.6) Initiates and engages in range of activities	(0.3 - 0.4) Engages in range of activities	(0.1 - 0.2) Shows interest but rarely engages in any activity
2	Achievement level of activity (2)	(1.6 - 2.0) Achieves activities in an exemplary manner	(1.0 – 1.5) Achieves activities in a desired manner	(0.6 - 0.99) Contributes towards achievement of results	(0.1 - 0.5) Rarely contributes to the achievement of results
3	Impact of the activities (2)	(1.6 - 2.0) Fosters strong collaboration within and outside school	(1.0 – 1.5) Maintains fairly strong collaboration within and outside school	(0.6 - 0.99) Maintains acceptable collaboration within and outside school	(0.1 - 0.5) Maintains a weak relation within and outside school