

Guiding Questions

- What else do I need to see or consider to make a final decision – what is available to me?
- What is the distribution of evidence over time?
- Has there been demonstrated and consistent improvement? If there was growth, was the growth sustained?
- What would be the tipping point? If I consistently saw “X”, I would feel confident that the performance is *Basic*. If I consistently saw “Y”, I would feel confident that performance is *Proficient*.
- What is the essence of the indicator? The criterion? Go back and find the key words in the framework/rubric. What does the evidence tell you about the evaluatee’s performance and growth with regards to this essential aspect of the indicators / criterion?
- Is this evaluatee more *Basic* than s/he is *Proficient*, or more *Proficient* than s/he is *Basic* in this indicator? What is the evidence based in the framework/rubric to support your decision?