

## BVSD Effective Classified Standards Weighting of Professional Practices Worksheet

Standard 1: TALENT - Strengths, skills, knowledge, attitude that employees contribute to their work

Element a – Job Knowledge	
Element b – Professionalism	
Element c – Job Performance	
Element d – Communication	
Element e – Diversity	
<b>Total possible points 20</b>	
<b>Final Standard 1 Rating</b>	

Cut Scores:

Essentials Not Evident	5-7
Partially Effective	8-12
Effective	13-17
Highly Effective	18-20

Standard II: LEARNING - Cultivating/growing the talent that employees brings to their work

Element a – Continuous Improvement and/or Compliance	
Element b – Professional Growth	
<b>Total possible points 8</b>	
<b>Final Standard II Rating</b>	

Cut Scores:

Essentials Not Evident	2-3
Partially Effective	4-5
Effective	6-7
Highly Effective	8

Standard III: PARTNERSHIPS - Develop and foster collaborative relationships with schools, departments, other district groups, and community that enhance the work of the district

Element a – Interpersonal Teamwork Skills	
Element b – District and Community Relations	
<b>Total possible points 8</b>	
<b>Final Standard III Rating</b>	

Cut Scores:

Essentials Not Evident	2-3
Partially Effective	4-5
Effective	6-7
Highly Effective	8

**Total Overall Score:**

Overall Rating:

Essentials Not Evident	9-14
Partially Effective	15-23
Effective	24-32
Highly Effective	33-36

**Final Overall Rating:**

Final Standards Rating:

Essential	1
Partially Effective	2
Effective	3
Highly Effective	4