



Video Training Rubric

OUTCOME	1: NOT MET	2: MEETS BASIC NEEDS	3: EXCELLENT
Teachers and principals: goal setting and scheduling observations	Teachers and principals have not met to set goals or a timeline for completion. Decisions were made by one party or not at all	Teachers and principals have discussed goals, norms, and timeline verbally, but no specific outcomes or dates have been recorded	Teachers and principals have recorded specific, actionable goals and norms for observations. Dates for video submission, feedback, and post-conferences have been set in each party's calendar
Teachers: camera operation	Teachers have not had the opportunity to setup and use their video equipment	Teachers have practiced using the video equipment from setup to upload, but have not received feedback or the opportunity for remediation	Teachers have practiced using the video equipment from setup to upload, and have been able to correct any mistakes made. Teachers can identify best practices for capturing classroom footage
Principals: delivering feedback for video	Principals have learned to use video technology but not to deliver feedback through video	Principals can integrate video clips into feedback session through a structured protocol	Principals can use video clips to deliver feedback on specific areas of instruction and are attuned to teachers' communication styles, growth goals, and strengths.
Teachers: uploading to viewing platform and sharing	Teacher have not had the opportunity to upload their video to the sharing platform	Teachers have uploaded and shared a video with an observer, but have not received practical feedback or the opportunity for remediation	Teachers have uploaded and shared a video with an observer, understand when this occurs in the observation process, and supplied any supporting artifacts. There are opportunities to correct procedural mistakes.
Principals: using the viewing platform	Principals have not had the opportunity to work with a teacher on the viewing platform	Principals can view and provide feedback on a video, but do not have the opportunity to correct misunderstandings or connect action to entire observation protocol	Admins have viewed video and shared feedback with a teacher, understand when this occurs in the observation process, and have scheduled a post-conference meeting
Teachers and principals: next steps after training	Teachers and principals leave the training without direction on when they should begin working on video observations and what is due first	Teachers and principals leave the training with an understanding and instructions of their first steps for completing video observations.	Teachers and principals leave the training with a clear outline of their first steps for completing video observations, have a clear understanding of how to access support, and are prepared to check-in with an in-school or in-district video manager within one month.

