

The 3P's Instructional Leadership Rubric

	Exemplary	Indicators of Success	Indicators of Break-down
Product: The material that you will use with students	<p>Clearly defined and specific</p> <p>Is the right “bite-size” for the amount of time given</p>	<p>Know what instructional material you are creating and see a practical connection to your work</p> <p>Leave the experience with something you can immediately use (the sooner, the better)</p> <p>Know what high quality looks like through exemplars and rubrics</p>	<p>Content is mostly theoretical</p> <p>Experience doesn't connect with your real work</p> <p>Expected to do something impossible (like create a unit plan in a few hours)</p> <p>Material focuses on a general skill and isn't tied to a specific lesson</p>
Process: The steps you take to develop the product	<p>Appropriately scaffolded, broken down into actionable, do-able steps to help you build the product</p> <p>Anticipates the challenges, hang-ups, knowledge gaps, or blockers that are likely to arise and pre-empts them with guidance</p> <p>Includes the resources you will need at each step to be successful</p> <p>Builds in feedback so you know if you're on track toward a successful product</p>	<p>Helps you make connections between new and prior learning</p> <p>Provides opportunities for practice, feedback, revision, and reflection</p> <p>Allows you to own the experience and apply to your personal context</p> <p>Focus on both the content (the what) and the pedagogy (the how)</p>	<p>Mostly sage on the stage</p> <p>Explaining instead of doing</p> <p>Unclear how to get started or achieve end goal</p>
People: Who supports the work	<p>Culture/norms promote a growth-mindset and support collaboration, risk-taking, and feedback</p> <p>Coaches/facilitators provide feedback that is specific and helpful</p> <p>Teammates/colleagues provide support and feedback</p>	<p>You are comfortable collaborating and asking for and giving support</p> <p>Lots of talking and doing work together</p> <p>Community keeps everyone connected to the larger purpose</p> <p>Feedback grounded in exemplars and rubrics</p>	<p>Coaches/facilitators not open to making revisions to product or process</p> <p>You are working independently without support</p>

Reflection - Use "The 3P's Rubric" to Analyze a PD Experience

Description of PD Experience		
	Indicators of Success	Indicators of Break-down
Product: The material that you will use with students		
Process: The steps you take to develop the product		
People: Who supports the work		
Notes		