

National Standards and Benchmarks for Effective

Catholic Elementary and Secondary Schools

Rubrics for Benchmarks

Standard 7: An excellent Catholic school has a clearly articulated rigorous curriculum aligned with relevant standards, 21st century skills, and Gospel values, implemented through effective instruction.

Benchmark: 7.8

The faculty and professional support staff meet (arch)diocesan, state, and/or national requirements for academic preparation and licensing to ensure their capacity to provide effective curriculum and instruction.

Level 4 Exceeds Benchmark	All faculty and professional support staff meet (arch)diocesan, state, and/or national requirements for academic preparation and licensing to ensure their capacity to provide effective curriculum and instruction. All faculty and professional support staff are provided professional development opportunities and complete an individualized professional development plan. Some faculty members are recognized for outstanding service to the profession for participation in professional organizations, presenters at professional conferences, facilitators for professional workshops, or are authors of scholarly publications.
Level 3 Fully Meets Benchmark	The faculty and professional support staff meet (arch)diocesan, state, and/or national requirements for academic preparation and licensing to ensure their capacity to provide effective curriculum and instruction. Compliance with these requirements is factored into all employment decisions.
Level 2 Partially Meets Benchmark	The majority of faculty and professional support staff meet (arch)diocesan, state, and/or national requirements for academic preparation and licensing to ensure their capacity to provide effective curriculum and instruction. Those not in compliance are aware of necessary steps to ensure academic preparation and licensing and are expected to complete those on a designated timeline.
Level 1 Does Not Meet Benchmark	Many of the faculty and professional support staff do not meet (arch)diocesan, state, and/or national requirements for academic preparation and licensing to ensure their capacity to provide effective curriculum and instruction. Those not in compliance are not aware of necessary steps to ensure academic preparation and licensing and/or are not expected to complete them.
Possible Sources of Evidence	<ul style="list-style-type: none">• Certificates or licenses for faculty and staff• Individualized professional development plans• Verification of activities with professional organizations

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	<ul style="list-style-type: none">• Evidence of professional publications on-line and in print• Diocesan in-service records, tracking program for in-service• Conference proceedings and programs• Copies of presentations and/or shared works• Published professional materials• Job expectations• Credential requirements for jobs
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