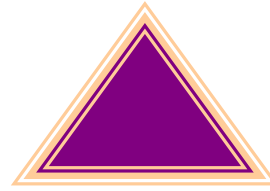


# **The DELTA Program**



*A Leadership Program of the Danbury Public Schools*

## **~ 2018-2019 Administrator/Teacher Recommendation ~**

**Administrator/Teacher name:**

**Applicant's name:**

**Professional relationship to the applicant:**

**Length of time you have known the applicant in a professional capacity:**

*Please forward your completed recommendation to the applicant for whom you are attesting so that he/she will be able to submit it as part of the application package.*

Directions:

Provide a numerical ranking for each characteristic/attribute indicated below that most accurately describes the applicant's **current level** of proficiency according to the following scale:

- 4 – Demonstrates this characteristic/attribute daily
- 3 – Demonstrates this characteristic/attribute frequently
- 2 – Demonstrates this characteristic/attribute periodically
- 1 – Demonstrates the need for further development of this characteristic/attribute

### **Characteristics/Attributes (Administrators and Teacher)**

- Δ The applicant has high expectations for students and refuses to give up on any of them.  
Rating:
- Δ The applicant knows his/her subject matter inside and out and is completely focused on the importance of all students mastering the curriculum.  
Rating:
- Δ The applicant demonstrates a deep understanding and appreciation of the diverse cultures and linguistic backgrounds that students bring to the classroom.  
Rating:
- Δ The applicant is proactive vs. reactive and is always thinking three steps ahead working with the goal of avoiding problems before they arise.  
Rating:

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## **~ 2018-2019 Administrator/Teacher Recommendation ~**

Page Two

- Δ The applicant is a good communicator but also demonstrates the ability to be an excellent listener in an effort to understand the needs and desires of others.  
Rating:

- Δ The applicant is respectful and treats others with dignity.  
Rating:
- Δ The applicant demonstrates a quiet confidence and the ability to be sure of himself/herself with humble intentions.  
Rating:
- Δ The applicant is open-minded and works to consider all options when making decisions.  
Rating:
- Δ The applicant is resourceful and maximizes the available resources.  
Rating:
- Δ The applicant emphasizes inquiry and critical/creative thinking.  
Rating:
- Δ The applicant is open to change and takes into account all points of view.  
Rating:
- Δ The applicant is interested in feedback and views this information as a gift to improve.  
Rating:
- Δ The applicant is highly organized and prepared for meetings, presentations, events, etc.  
Rating:
- Δ The applicant demonstrates a strong sense of values, integrity and professional ethics.  
Rating:
- Δ The applicant demonstrates the ability to learn and experiment with new ideas in order to expand his/her professional knowledge base.  
Rating:
- Δ The applicant demonstrates strong human relations/strong cooperative skills with students, parents, colleagues, and administration.  
Rating:
- Δ The applicant demonstrates a clear understanding of his/her beliefs and practices.  
Rating:
- Δ The applicant demonstrates instructional mastery and a deep level of pedagogical skills.  
Rating:
- Δ The applicant ensures that the classroom environment is respectful and sensitive to each student. Routines are structured so that students know what is expected; there is no wasted time.  
Rating:
- Δ The applicant is a careful observer of students and is constantly assessing their skills and abilities using both formal and informal methods to gather data about their strengths, weaknesses and progress toward mastery of essential skills. The applicant uses this information to plan instruction and customize programs.  
Rating:

**What is the applicant's next best area of growth and development? Please discuss below.**

Adapted from the work of Harvard University, Columbia University, MIT, and the Rodel Foundation