

**Quick Summary of Indicators for PHRD Rubric on Inclusive Practice**

**\*\*What indicator should we focus on?\***

<b>Policy</b>	-looks at clearly defining policies regarding beliefs and values regarding inclusion. Takes in Essential Condition of Shared Vision, Leadership, Research and Evidence, Community Engagement)
<b>Resources and Finances</b>	-looks at developing resources for students and avoiding duplication of resources
<b>Staff PD and Teacher Education</b>	-deals with self-efficacy of teachers, staff PD aligns with positively impacting teacher practice and student learning
<b>Leadership</b>	-looks at provision of time for collaboration, positive attitude to inclusion, appropriate induction and mentorship opportunities
<b>Curriculum</b>	-looks at varying opportunities for learning, modification of curriculum, student interests and learning styles
<b>Climate</b>	-looks at students' sense of belonging, safety of students, positive social experiences of all students in school
<b>School Practices</b>	School wide needs for supports, role of Program Assistants, communication and collaboration regarding needs of students
<b>Classroom Practices</b>	-looks at classroom management, classroom discipline, role of Program Assistant in the class and organization of classroom to support all learners
<b>Collaboration and Shared Responsibility</b>	-looks at community support and parent support
<b>Supports to Individuals</b>	this takes in support service allocation to classrooms, co-teaching, coaching, co-planning, community supports)