

## Teacher Performance Standards

Standard	Description	Indicators
<p style="text-align: center;"><b>A. Professional Knowledge</b></p>	<p style="text-align: center;">Demonstrate an understanding of the curriculum, subject content, and the developmental needs of students by providing relevant learning experiences</p>	<ol style="list-style-type: none"> <li>1. Understand how students learn and develop, and provide learning opportunities that support their intellectual, social, and personal development.</li> <li>2. Understand the central concepts, structures, and processes of the discipline they teach and create learning experiences that make these aspects of subject matter meaningful to students.</li> <li>3. Address appropriate curriculum standards and establish instructional goals that demonstrate a deep knowledge of their students and subject matter content.</li> </ol>
<p style="text-align: center;"><b>B. Instructional Planning</b></p>	<p style="text-align: center;">Plan using the SOL, the school's curriculum, effective strategies, resources, and data to meet the needs of all students</p>	<ol style="list-style-type: none"> <li>1. Design coherent instruction based on knowledge of subject matter, students, the community, and curriculum goals.</li> <li>2. Use the input and contribution of families, colleagues, and other professionals in designing instruction that promotes student growth.</li> <li>3. Plan instruction to achieve objectives that reflect the SOL and division curriculum guidelines.</li> <li>4. Use student learning data to develop short- and long- range instructional plans and adjust plans based on student needs and changing circumstances.</li> <li>5. Choose appropriate strategies, resources, and materials to differentiate instruction for individuals and groups of students and develop appropriate sequencing of learning experiences.</li> <li>6. Collaborate with colleagues within and across content areas and grade levels to select and create learning experiences that are appropriate for curriculum goals, based on school improvement plans, relevant to learners, and based on principles of effective instruction.</li> </ol>
<p style="text-align: center;"><b>C. Instructional Delivery</b></p>	<p style="text-align: center;">Effectively engage students in learning by using a variety of instructional individual learning needs</p>	<ol style="list-style-type: none"> <li>1. Differentiate instruction to accommodate the learning needs of all students.</li> <li>2. Implement, evaluate, and adapt multiple delivery methods and instructional strategies to actively engage students in learning and enhance student learning.</li> <li>3. Communicate clearly and check regularly for understanding.</li> <li>4. Know when and how to access and integrate resources to support student learning.</li> </ol>

<p><b>D. Assessment for Student Learning</b></p>	<p>Systematically gather, analyze, and use all relevant data to measure student academic progress, guide instructional content and delivery methods, and provide timely feedback to both students and parents throughout the school year</p>	<ol style="list-style-type: none"> <li>1. Work independently and collaboratively to analyze and interpret multiple sources of data to identify student learning needs, to guide planning and instruction, and to assess the effectiveness of instruction.</li> <li>2. Communicate specific performance expectations and use a variety of assessment strategies to monitor and document student progress, and to provide meaningful feedback to students and parents.</li> <li>3. Engage students in understanding, identifying, and assuming responsibility for quality work and providing them with timely, frequent, and effective feedback to guide their progress toward that work.</li> <li>4. Set measurable and appropriate goals for students based on baseline data and accept responsibility for providing instruction that will enable students to achieve those goals.</li> </ol>
<p><b>E. Learning Environment</b></p>	<p>Use resources, routines, and procedures to provide a respectful, positive, safe, student-centered environment that is conducive to learning</p>	<ol style="list-style-type: none"> <li>1. Create a safe and positive learning environment.</li> <li>2. Manage classroom procedures to maximize academic learning time to ensure continuous student engagement in learning.</li> <li>3. Develop and maintain rapport with students.</li> <li>4. Create for all students a respectful, supportive learning environment that encourages social interaction, active engagement in learning, and self-motivation.</li> <li>5. Collaborate with colleagues to develop consistent policies and procedures that create a school culture conducive to learning.</li> </ol>
<p><b>F. Professionalism</b></p>	<p>Maintain a commitment to professional ethics, communicate effectively, and take responsibility for and participate in professional growth that results in enhanced student learning</p>	<ol style="list-style-type: none"> <li>1. Work in partnership with families to promote learning at home and school.</li> <li>2. Collaborate with administrators, colleagues, families, and community members to promote and support student success.</li> <li>3. Model professional and ethical standards as well as personal integrity in all interactions.</li> <li>4. Respect the privacy of students, families, colleagues, and administrators with whom they work, ensuring confidentiality of all sensitive information..</li> <li>5. Continually reflect on, evaluate, and seek to improve their practice.</li> <li>6. Take responsibility for and participate in a meaningful and continuous process of professional development.</li> <li>7. Effectively use standard oral and written English in all communications.</li> </ol>