

Standard VI

Developing as a professional educator

Teachers reflect on their teaching practice and actively engage in planning their professional development. Teachers establish professional learning goals, pursue opportunities to develop professional knowledge and skill, and participate in the extended professional community. Teachers learn about and work with local communities to improve their professional practice. Teachers communicate effectively with families and involve them in student learning and the school community. Teachers contribute to school activities, promote school goals and improve professional practice by working collegially with all school staff. Teachers balance professional responsibilities and maintain motivation and commitment to all students.

Element	Unsatisfactory	Needs Improvement	Meets or Exceeds Standards
Element 1 Reflecting on teaching practice and planning professional development.	<ul style="list-style-type: none"> X Minimal assessment of professional growth over time. X Minimal reflection on instructional practices. X Professional development plans are formulated with minimal reflection and analysis. 	<ul style="list-style-type: none"> X Limited attempts to assess professional growth over time. X Inconsistently reflects on instructional practice to improve student learning. X Formulates professional development plans that are based on inconsistent analyses. 	<ul style="list-style-type: none"> X Assesses professional growth over time. X Reflects on instructional practice to improve student learning. X Formulates professional development plans that are based on reflection and analysis.
Element 2 Establishing professional goals and pursuing opportunities to grow professionally.	<ul style="list-style-type: none"> X Goals are superficial with little thought or action in seeking out professional development activities. X Rarely uses professional literature and development opportunities to improve teaching and learning. X Rarely seeks out and refines approaches that make the curriculum accessible to every student. 	<ul style="list-style-type: none"> X Goals are inconsistent and little thought is given to professional growth activities. X Occasionally uses professional literature and development opportunities to improve teaching and learning. X Occasionally seeks out and refines approaches that make the curriculum accessible to every student. 	<ul style="list-style-type: none"> X Establishes goals and seeks out opportunities for professional growth and development. X Uses professional literature and development opportunities to improve teaching and learning. X Continues to seek out and refine approaches that make the curriculum accessible to every student.
Element 3 Working and communicating with families, colleagues and/or others to improve professional practice.	<ul style="list-style-type: none"> X Neglects to use the knowledge of the students= communities and cultures to improve practice. X Does not actively promote collaboration between school and community. X Seldom identifies and uses school, district and local community resources to benefit students and their families. X Ignores families= racial, cultural, linguistic and socioeconomic backgrounds. X Rarely engages families as sources of knowledge about students= linguistic and social backgrounds. X Inadequately dialogues with all families and responds to their concerns about student progress. X Does not use all available resources to communicate with all students and families. X Provides limited opportunities for all families to participate in the classroom and school community. X Rarely collaborates with teachers, administrators, education specialists and paraprofessionals to meet all students= learning needs. X Minimal dialogue and reflection with colleagues to improve practice. X Rarely participates in making and implementing school-wide decisions. X Seldom contributes to school-wide events and learning activities. X Does not establish and maintain professional relationships with other school staff. 	<ul style="list-style-type: none"> X Inconsistently uses the knowledge of the students= communities and cultures to improve practice. X Minimally promotes collaboration between school and community. X May identify and use school district and local community resources to benefit students and their families. X Has some understanding of families= racial, cultural, linguistic and socioeconomic backgrounds. X Occasionally engages families as sources of knowledge about students= linguistic and social backgrounds. X Inconsistently dialogues with all families and responds to their concerns about student progress. X At times uses available resources to communicate with all students and families. X Provides few opportunities for all families to participate in the classroom and school community. X Occasionally collaborates with teachers, administrators, education specialists and paraprofessionals to meet all students= learning needs. X Some dialogue with colleagues to improve practice. X Occasionally participates in making and implementing school-wide decisions. X May contribute to school-wide events and learning activities. X Tries to establish and maintain professional relationships with other school staff. 	<ul style="list-style-type: none"> X Uses the knowledge of the students= communities and cultures to improve practice. X Promotes collaboration between school and community. X Identifies and uses school, district and local community resources to benefit students and their families. X Develops an understanding of families= racial, cultural, linguistic and socioeconomic backgrounds. X Engages families as sources of knowledge about students= linguistic and social backgrounds. X Promotes dialogue with all families and responds to their concerns about student progress. X Uses available resources to communicate with all students and families. X Provides opportunities for all families to participate in the classroom and school community. X Collaborates with teachers, administrators, education specialists and paraprofessionals to meet all students= learning needs. X Engages in dialogue and reflection with colleagues to improve practice. X Participates in making and implementing school-wide decisions. X Contributes to school-wide events and learning activities. X Establishes and maintains professional relationships with other school staff.
Element 4 Balancing professional responsibilities and maintaining motivation.	<ul style="list-style-type: none"> X Fails to fulfill professional responsibilities. X Acts and appears unprofessionally. X Rarely maintains records in an accurate and timely manner. 	<ul style="list-style-type: none"> X Attempts to fulfill professional responsibilities. X Demonstrates some professional appearance, conduct and integrity in the classroom and school community. X Usually maintains records in an accurate and timely manner. 	<ul style="list-style-type: none"> X Fulfills professional responsibilities. X Demonstrates professional appearance, conduct and integrity in the classroom and school community. X Maintains records in an accurate and timely manner.