

Standards of Excellence: Inside the Classroom

Designs Learning Experiences that Engage and Support All Students

1. Delivers a well-organized, logical progression of a curriculum in which classes are connected to previous and subsequent classes, connecting subject matter to meaningful, real-life contexts.
2. Uses varied activities, technologies and teaching strategies to meet a variety of learning styles and to exercise different learning modes (e.g, student-to-student interaction as well as teacher-to-student).
3. Knows content and provides multiple paths to help students understand.
4. Promotes students' capacity both to think for themselves and to do collaborative work with others.
5. Sets high and meaningful standards while ensuring an appropriate pace and level of difficulty; individualizes instruction as needed; responds to questions in skillful ways.
6. Picks up the cues that suggest a change of plan; adapts class activities as conditions change.
7. Experiments with technology to enhance student learning.
8. Asks probing questions, promoting discovery and supporting complex thinking.

Gives Feedback and Assesses Students for Learning

1. Gives students ongoing, specific, constructive feedback about their understanding (both formal & informal).
2. Keeps good records and provides prompt feedback about performance and achievement.
3. Uses formative assessment to provide low-stakes feedback to students and to gather information on student learning.
4. Employs a variety of assessment methods that fairly and accurately gauge what students know and can do.

Fosters Effective Relationships with Students

1. Connects with students, building relationships of support and trust.
2. Inspires students to go beyond self-imposed limits.
3. Is accessible to students and provides a supportive place for them.
4. Demonstrates compassion and care for each student.
5. Encourages students to take responsibility for their own education.

Establishes a Positive Classroom Environment

1. Fosters the enjoyment of learning.
2. Creates a safe learning environment that supports risk taking & exploration.
3. Promotes a fair and respectful environment and ensures that students are considerate with one another.
4. Conveys enthusiasm for the subject and a belief in students and their ability to reach high standards.
5. Promotes inclusion and individuality as assets in the classroom.
6. Creates an intellectually challenging and stimulating learning environment.

Standards of Excellence: Outside the Classroom

Communicates Effectively and Respectfully

1. Initiates conversations with parents in an effort to partner with them to better the educational outcomes of the child.
2. Responds to inquiries from students, colleagues and parents in a timely fashion.
3. Listens and communicates with respect, empathy and professionalism.

Engages in Ongoing Professional Growth

1. Has high standards for his/her teaching. Analyzes and reflects on his/her teaching practice; sets and works towards both short and long term goals.
2. Sees professional growth as a continuous process and sees him/herself as the primary driver of the process; seeks out recent articles, online sources, books and the example of best practitioners in order to keep improving in pedagogy, cultural competence, technology and other areas serving teaching practice.
3. Takes advantage of colleagues' expertise to inform his/her practice.
4. Is willing to adjust teaching practices based on constructive feedback.
5. Demonstrates depth and breadth of the subject matter, keeping current with developments in the field, and continuing to grow in this area.

Collaborates Effectively with Colleagues

1. Assumes good will in their work with all colleagues.
2. Works effectively and productively with team and departmental colleagues to examine curriculum, refine lessons and create and share teaching materials.
3. Demonstrates flexibility and a willingness to work toward understanding, compromise and consensus.

Contributes to the School Community and Culture

1. Engages in the life of the school by attending and participating in extracurricular and school events; makes the effort to understand students' lives.
2. Supports and models the school's mission and values.
3. Participates in the school's growth and vitality by sharing expertise with colleagues, serving on school committees, and promoting school-wide initiatives and goals.
4. Contributes to a positive school culture, (abiding by agreements and school policies, conducting oneself professionally, and communicating directly and respectfully).

Advocacy

1. Fosters communication between the student, family and adults in the school.
2. Supports the academic and social well being of each student by learning about each student's strengths, challenges and interests, both inside and outside the classroom, celebrating accomplishments, tracking progress, building self-advocacy skills and stepping in to help as necessary.
3. Implements the advocacy program's grade level goals.

4. Cultivates an inclusive community by creating an atmosphere in which each individual feels safe and comfortable to be her or his authentic self.
5. Develops positive and supportive relationship with advocatos.