

PERFORMANCE STANDARDS, LICENSED

1. Professional and Personal.
  - 1.01 Is current and has depth in learning theory, teaching methods, subject matter, and District curriculum/texts.
  - 1.02 Communicates, cooperates, and works effectively with fellow teachers, administrators, parents, and others in utilizing support services.
  - 1.03 Acts in a discreet and professional manner when discussing student or school problems.
  - 1.04 Seeks professional self-improvement activities.
  - 1.05 Has a positive attitude and interest in teaching as a profession.
2. Planning.
  - 2.01 Continually plans appropriate learning activities of high quality by:
    - 2.01.01 Matching instructional activities and materials to individual and group needs.
    - 2.01.02 Selecting activities and materials which are clearly related to District, school, and department objectives.
  - 2.02 Uses granted planning time for tasks related to the instructional program.
  - 2.03 Establishes a series of student objectives which are clear and consistent with adopted curriculum, appropriately sequenced, specific, and measurable.
3. Classroom or Activity Management.
  - 3.01 Establishes and maintains an orderly and supportive environment for students.
  - 3.02 Consistently follows school regulations regarding attendance reporting, grading, and record keeping.
  - 3.03 Demonstrates a courteous and helpful attitude toward students.
  - 3.04 Recognizes conditions which may lead to disciplinary problems and takes appropriate preventive action.
  - 3.05 Reinforces desired pupil behaviors and responds appropriately to disruptive pupil behaviors.
  - 3.06 Follows procedures defined in District and building discipline policy.
4. Teaching.
  - 4.01 Allocates sufficient time to cover the subject matter, materials, or activities.
  - 4.02 Maximizes time when students are paying attention and working on tasks directly related to the subject matter, materials, or activities.
  - 4.03 Provides time for practice and review as needed.
  - 4.04 Makes sure students understand what to do before undertaking assignments.
  - 4.05 Monitors student understanding and adjusts the lesson and activity assignments accordingly.

- 4.06 Uses a variety of instructional techniques, strategies, and materials appropriate to the lesson or activity.
  - 4.07 Incorporates principles of learning.
  - 4.08 Establishes, communicates, and maintains standards of student achievement based on sound professional judgment.
5. Evaluation.
- 5.01 Designs and/or selects a variety of effective evaluative techniques to measure student learning.
  - 5.02 Makes use of student records, parent conferences, counselors, resource specialists, test results, and other diagnostic tools to assess the learning needs and capabilities of individual pupils.
  - 5.03 Assesses, keeps track of, and provides feedback promptly and often to students on their progress and assignments.
  - 5.04 Uses a grading system that is consistent, fair, and supportable.