



DOMAIN FIVE: PROFESSIONALISM

PRACTICES:

1. PROFESSIONAL GROWTH

Teachers have an ongoing commitment to the development of content specific knowledge and teaching methodologies based on current research.

Benefits

Teachers who assume responsibility for their own professional growth will:

1. acknowledge the importance of life-long learning.
2. be prepared to meet student needs.
3. develop an in-depth and wide range of knowledge pertaining to subject matter and "Best Practices" related to student learning.
4. experience personal satisfaction and professional confidence.
5. nurture a professional learning community that readily supports and shares ideas.
6. foster a positive school climate.

Indicators

- a. Teacher seeks out and participates in professional development activities.
- b. Teacher applies current theory and research obtained through professional development opportunities or activities.
- c. Teacher reads literature from professional organizations.
- d. Teacher implements suggestions for improvement from colleagues and administrators.
- e. Teacher demonstrates openness to collegial lesson studies.
- f. Teacher exercises self-reflection.

2. INVOLVEMENT IN SCHOOL COMMUNITY

Teachers show initiative as professional members of a broad school community through active participation in district and community programs and activities.

Benefits

An active member of the school community will promote:

1. collegiality.
2. schools that thrive from multiple ideas and perspectives.
3. trust between school and community to support a positive working partnership.
4. improved curricula and extra-curricula activities.
5. a positive image of the School District within the community.
6. increased parental involvement and volunteerism.
7. awareness of the needs of evolving demographics.

Indicators

- a. Teacher serves on building and/or district committee(s) and parent committee(s).
- b. Teacher advises, leads, or participates in clubs, service, and/or extracurricular activities.
- c. Teacher participates in school community events.
- d. Teacher supports school based activities.
- e. Teacher uses available community resources where possible to support learning and instruction.
- f. Teacher communicates, cooperates, and collaborates with colleagues.
- g. Teacher adapts to annual changes in school and class demographics.

3. PROFESSIONALISM

Teachers exhibit positive and professional demeanor within the school community.

Benefits

Teachers who uphold professional standards and responsibilities will:

1. enhance their professional image within the district and community.
2. support/exhibit a positive work ethic.
3. be a positive role model.
4. maintain a positive and professional working environment.
5. be knowledgeable of current research to improve student learning.
6. demonstrate integrity and ethical conduct.

Indicators

- a. Teacher demonstrates receptiveness to District and School initiatives.
- b. Teacher dresses appropriately for the school environment according to district policy.
- c. Teacher meets requirements for punctuality and attendance.
- d. Teacher communicates with parents, colleagues and administration to support student success.
- e. Teacher implements district policies and meets contractual obligations.
- f. Teacher carries-out non-instructional duties as assigned.
- g. Teacher engages in conduct which is honorable and exhibits positive values.
- h. Teacher is receptive and open minded to new ideas and instructional strategies.

4. REFLECTION ON TEACHING

Teachers continually reflect on and monitor their instructional practice with the goal of continuous learning and improvement.

Benefits

Teachers who continually reflect upon their instructional practices will:

1. exhibit professional self awareness with the goal of improving instructional practice.
2. implement responsive instruction.
3. enhance creativity and innovation in lessons.

Indicators

- a. Teacher analyzes and adjusts lessons to improve student performance/outcomes.
- b. Teacher monitors and adjusts lessons to improve instruction.
- c. Teacher seeks/shares ideas for professional growth.
- d. Teacher recognizes opportunities for differentiated instruction.

5. ACCURATE RECORD KEEPING

Teachers maintain accurate, organized and comprehensive records that are readily communicated

Benefits

Teachers that maintain accurate and comprehensive records will:

1. Provide consistent documentation of data
2. Promote student and parent awareness of academic progress
3. Be better able to target student strengths and weaknesses
4. Be accountable
5. Foster diagnostic teaching

Indicators

- a. Teacher documents anecdotal notes on student progress.
- b. Teacher analyzes data – formative and summative assessments.
- c. Teacher consistently uses data for instructional decisions.
- d. Teacher provides ongoing feedback on student performance to all stakeholders.
- e. Teacher provides accurate and current information.