

## **PERFORMANCE STANDARDS FOR TEACHERS**

### **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.
- 1.05 Writes and implements personal performance goals.
- 1.06 Has a positive attitude and interest in teaching as a profession.
- 1.07 Maintains confidentiality.

### **2. Planning**

- 2.01 Establishes and writes a series of student objectives, which are clear and consistent with adopted curriculum, properly sequenced, specific, and measurable to meet the needs of students.
- 2.02 Continually plans learning activities of high quality in keeping with District adopted curriculum.
  - 2.02.01 Matching instructional activities and materials to individual and group needs.
  - 2.02.02 Selecting activities and materials, which are clearly related to state/District/school/department objectives.
- 2.03 Uses granted planning time for tasks related to the instructional programs.
- 2.04 Writes and utilizes short term and long term plans for instruction.

### **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 preventative action.
- 3.05 Reinforces desired pupil behaviors and responds as necessary to disruptive pupil behaviors.
- 3.06 Follows procedures defined in District/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 students' understanding and adjusts the lesson and activity assignments accordingly.
- 4.06 Uses a variety of instructional techniques, strategies, and materials necessary to the lesson or activity.
- 4.07 Incorporates principles of learning.
- 4.08 Establishes, communicates, and maintains standards of student achievement based on professional judgment.
- 4.09 Establishes attainable student objectives that promote student success.

**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, records, and provides feedback promptly and often to students on their progress and assignments.
- 5.04 Uses a grading system that is consistent, fair, supportable, and consistent with District-Policy IKA.

Approved by \_\_\_\_\_

Received by \_\_\_\_\_