**Professional Objectives**

**Instructional Delivery**

**The teacher increases student learning by delivering instruction that reflects individual learning differences and by using effective instructional strategies.**

**Sample Performance Indicators**

* Incorporates a variety of teaching methods and instructional strategies.
* Uses comprehensive materials and resources to support student learning.
* Uses questioning effectively.
* Integrates technology effectively and consistently.
* Teaches 21st century skills consistently for digital age literacy, effective communication, inventive thinking, and global connections.
* Teaches essential content knowledge and skills.
* Advances students’ critical, creative and problem-solving skills.
* Connects students’ prior knowledge/experiences to the learning process.
* Applies the gradual release of responsibility effectively and appropriately.
* Makes learning relevant by engaging students in increasingly complex, authentic applications of knowledge such as problem-based learning, cooperative learning, case studies, service learning.
* Engages students in active learning strategies.
* Differentiates instruction based on student diversity and learning needs.
* Provides rigorous learning experiences that engage students in analysis, synthesis, and evaluation.

**Learning Environment**

**The teacher provides a well-managed, safe student-centered environment that is academically challenging and results in increased student progress.**

**Sample Performance Indicators**

* Establishes rapport in a climate of trust and respect.
* Recognizes and fosters appreciation of diversity.
* Uses varied grouping strategies appropriately to promote learning.
* Fosters student engagement and commitment to learning by promoting a sense of accomplishment and supportive relationships.
* Actively engages all students in the learning process.
* Implements classroom/school rules and routines fairly and consistently.
* Provides a safe and positive environment.
* Maximizes instructional time.
* Facilitates a student-centered environment.
* Creates a learning environment that advances 21st century skills and technology.

**Professionalism**

**The teacher maintains a professional demeanor, participates in professional growth opportunities, demonstrates an understanding of the curriculum, and contributes to the profession.**

**Sample Performance Indicators**

* Maintains a pattern of positive professional behavior (e.g., appearance, punctuality, and attendance).
* Respects and maintains confidentiality.
* Performs assigned school duties and follows policies and procedures.
* Demonstrates knowledge and skills relevant to the subject area(s) taught.
* Demonstrates a commitment to using technology to promote learning.
* Evaluates and identifies areas of personal strengths and weaknesses related to professional skills and their impact on student learning.
* Sets goals for improvement of skills and professional performance.
* Participates in professional growth activities and incorporates learning into instructional practice.
* Serves on school and/or division committees, promotes and participates in professional learning communities, and supports school activities.
* Contributes to the well-being of students outside his/her classroom.
* Demonstrates initiative within job performance.