

Memorandum

To: All Faculty and Staff
From: Dr. Matthew W. Ross, Superintendent
Date: August 1, 2018
Subject: Policy and Procedure Bulletin_Certificated Teacher Professional Growth Plans

The intent of this memorandum is to provide guidance with regard to the Certificated Teacher Professional Growth Plan.

By September 1st of each school year, every Certificated Teacher shall develop a professional growth plan addressing the standards outlined in the California Standards for the Teaching Profession and using the District adopted Certificated Teacher Professional Growth Plan form.

Throughout the school year, each Certificated Teacher shall review and update their professional growth plans, as appropriate, and based on a self-assessment of their placement along the California Standards for the Teaching Profession Continuum of Development.

If you have any questions or a need any assistance regarding this memorandum, please do not hesitate to contact us.

VINELAND SCHOOL DISTRICT

**Certificated Teacher Professional Growth Plan
California Standards for the Teaching Profession**

Name _____ School Site _____ Academic Year _____

Number of Years Teaching _____ Years of Service in the District _____ Years of Service at the Current Site _____

Assignment _____ Years in Current Assignment _____

Employment Status _____ Permanent _____ Probationary _____ Intern _____ Temporary _____

Certifications

Teacher's Signature

Date

Administrator's Signature

Date

Must Be Completed and Signed by September 1

California Standards for the Teaching Profession (2009) **Continuum of Teaching Practice**

The California Standards for the Teaching Profession (CSTP) are intended to provide a common language and a vision of the scope and complexity of the profession by which all teachers can define and develop their practice. The standards seek to serve and support professional educators in fulfilling their professional roles and responsibilities from pre-service teacher to experienced practitioner. The standards are not set forth as regulations to control the specific actions of teachers, but rather to guide teachers as they develop, refine, and extend their practice. The CSTP have been used for a variety of purposes, including the following:

- To prompt reflection about student learning and teaching practice;
- To formulate professional goals to improve teaching practice in support of student learning;
- To guide, monitor, and assess the progress of a teacher's practice toward professional goals.

Developmental Levels

Level 1: Emerging. Expands awareness of curriculum and instructional practices to support understanding and engage students in learning. Recognizes the importance of building a positive learning environment that is focused on achievement. Demonstrates knowledge of teaching as discrete skills as described in the California Standards for the Teaching Professional (CSTP). Plans lessons using available curriculum and resources. Develops understanding of required assessments and uses of data to inform student progress. Works collaboratively with assigned colleagues to reflect on and improve teaching practice and student success.

Level 2: Exploring. Explores use of additional instructional practices to teach the curriculum and support student understanding and engagement. Guides the development of a respectful learning environment focused on achievement. Expands knowledge of related elements of effective instruction, learning goals, assessments, and content as informed by the CSTP. Plans lessons using expanded understanding of curriculum, related materials and resources, and assessments. Explores the use of different types of assessments to expand understanding of student learning needs and support planning. Seeks collaboration with colleagues, resource personnel, and families to reflect on ways to improve teaching practice and student success.

Level 3: Applying. Implements the curriculum using a variety of instructional practices and supplemental resources selected to improve student understanding and engagement. Maintains a respectful and supportive learning environment in which all students can achieve. Utilizes knowledge of CSTP to make connections between elements of effective instruction, learning goals, assessments, and content standards. Plans differentiated instruction using a variety of adjustments and adaptations in lessons. Utilizes a variety of assessments that provide targeted data on student learning to guide planning. Collaborates and reflects regularly with colleagues to improve teaching practice and student success.

Level 4: Integrating - Integrates extensive knowledge of curriculum, instructional practices, and supplemental resources to enhance and deepen student understanding and engagement. Provides a respectful and rigorous learning environment that supports and challenges all students to achieve. Articulates knowledge of the inter-relationships between elements of effective instruction, learning goals, assessments, and content across the CSTP. Plans lessons using a broad range of strategies to differentiate instruction as informed by multiple assessments. Develops, adapts, and integrates assessments into instruction that provide ongoing data to guide planning differentiated instruction matched to assessed needs of students. Analyzes and integrates information from a wide range of sources to expand skills of collaboration and reflection as a habit of practice and to impact teacher effectiveness and student learning.

Level 5: Innovating. Designs and implements comprehensive curriculum with multiple and varied instructional strategies and resources to support in depth studies of content and promote high levels of student understanding and engagement. Facilitates a learning environment that is respectful, rigorous, and responsive in advancing student achievement. Applies in depth knowledge of the CSTP to interconnect effective instruction, learning goals, and assessment within and across content areas. Plans instruction flexibly utilizing a repertoire of instructional practices to differentiate instruction as informed by ongoing assessments. Utilizes a wide range of assessments strategically, systematically, and flexibly throughout instruction to identify student learning needs and guide ongoing adjustments in instruction that maximize student learning. Engages in and facilitates collaborative learning communities focused on providing quality instruction and optimal learning for the full range of students.

Standards

Standard 1 - Engaging and Supporting All Students in Learning

Teachers know and care about their students in order to engage them in learning. They connect learning to students' prior knowledge, backgrounds, life experiences, and interests. They connect subject matter to meaningful, real-life contexts. Teachers use a variety of instructional strategies, resources, and technologies to meet the diverse learning needs of students. They promote critical thinking through inquiry, problem solving, and reflection. They monitor student learning and adjust instruction while teaching.

Standard 2 - Creating and Maintaining Effective Environments for Student Learning

Teachers promote social development and responsibility within a caring community where each student is treated fairly and respectfully. They create physical or virtual learning environments that promote student learning, reflect diversity, and encourage constructive and productive interactions among students. They establish and maintain learning environments that are physically, intellectually, and emotionally safe. Teachers create a rigorous learning environment with high expectations and appropriate support for all students. Teachers develop, communicate, and maintain high standards for individual and group behavior. They employ classroom routines, procedures, norms, and supports for positive behavior to ensure a climate in which all students can learn. They use instructional time to optimize learning.

Standard 3 - Understanding and Organizing Subject Matter for Student Learning

Teachers exhibit in-depth working knowledge of subject matter, academic content standards, and curriculum frameworks. They apply knowledge of student development and proficiencies to ensure student understanding of content. They organize curriculum to facilitate students' understanding of the subject matter. Teachers utilize instructional strategies that are appropriate to the subject matter. They use and adapt resources, technologies, and standards-aligned instructional materials, including adopted materials, to make subject matter accessible to all students. They address the needs of English learners and students with special needs to provide equitable access to the content.

Standard 4 - Planning Instruction and Designing Learning Experiences for All Students Teachers use knowledge of students' academic readiness, language proficiency, cultural background, and individual development to plan instruction. They establish and articulate goals for student

learning. They develop and sequence long-term and short-term instructional plans to support student learning. Teachers plan instruction that incorporates appropriate strategies to meet the diverse learning needs of all students. They modify and adapt instructional plans to meet the assessed learning needs of all students.

Standard 5 - Assessing Students for Learning

Teachers apply knowledge of the purposes, characteristics, and uses of different types of assessments. They collect and analyze assessment data from a variety of sources and use those data to inform instruction. They review data, both individually and with colleagues, to monitor student learning. Teachers use assessment data to establish learning goals and to plan, differentiate, and modify instruction. They involve all students in self-assessment, goal setting and monitoring progress. Teachers use available technologies to assist in assessment, analysis, and communication of student learning. They use assessment information to share timely and comprehensible feedback with students and their families.

Standard 6 - Developing as a Professional Educator

Teachers reflect on their teaching practice to support student learning. They establish professional goals and engage in continuous and purposeful professional growth and development. They collaborate with colleagues and engage in the broader professional community to support teacher and student learning. Teachers learn about and work with families to support student learning. They engage local communities in support of the instructional program. They manage professional responsibilities to maintain motivation and commitment to all students. Teachers demonstrate professional responsibility, integrity, and ethical conduct.

Directions.

To ensure an accurate self-assessment and goal setting, please review the California Standards for the Teaching Profession (2009) Continuum of Teaching Practice for the specific a narrative of the standards, elements, reflective questions, elements of practice, developmental levels prior to completing the Professional Growth Plan.

Once you have thoroughly reviewed the California Standards for the Teaching Profession (2009) Continuum of Teaching Practice you will complete the professional growth planning for each standard and associated element within each standard.

Step 1. Identify your current developmental level based on your most recent self-assessment and/or annual evaluation.

Step 2. Identify your developmental level goal.

Step 3. Provide a rationale for pursuing the goal. This should be based the reason for the gap between your identified current developmental level and your developmental level goal. Because a teacher's growth is developmental, one may return to an earlier level temporarily if there are changes in a teacher's career, such as new course content, grade level, school, or student demographics. In fact, it is not uncommon for teachers to self-assess and find they have moved from right to left on the *Continuum of Teaching Practice* in response to new teaching contexts, responsibilities, challenges, or even a deeper understanding of the work.

Step 4. Identify the specific actions to be taken to achieve the developmental level goal.

Step 5. Identify the specific results or outcomes to be used as evidence for the achievement of the developmental level goal.

Standard	Standard 1: Engaging and Supporting All Students in Learning				
Element	1.1 Using knowledge of students to engage them in learning				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Developmental Levels	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Developmental Level - Current					
Developmental Level - Goal					
Rationale for pursuing the developmental level goal					
Specific actions to be taken to achieve the developmental level goal					
Specific outcomes and/or results to be used to determine the achievement of the developmental level goal					

Standard	Standard 1: Engaging and Supporting All Students in Learning				
Element	1.2 Connecting learning to students' prior knowledge, backgrounds, life experiences, and interests				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Developmental Levels	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Developmental Level - Current					
Developmental Level - Goal					
Rationale for pursuing the developmental level goal					
Specific actions to be taken to achieve the developmental level goal					
Specific outcomes and/or results to be used to determine the achievement of the developmental level goal					

Standard	Standard 1: Engaging and Supporting All Students in Learning				
Element	1.3 Connecting subject matter to meaningful, real-life contexts				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Developmental Levels	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Developmental Level - Current					
Developmental Level - Goal					
Rationale for pursuing the developmental level goal					
Specific actions to be taken to achieve the developmental level goal					
Specific outcomes and/or results to be used to determine the achievement of the developmental level goal					

Standard	Standard 1: Engaging and Supporting All Students in Learning				
Element	1.4 Using a variety of instructional strategies, resources, and technologies to meet students' diverse learning needs				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Developmental Levels	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Developmental Level - Current					
Developmental Level - Goal					
Rationale for pursuing the developmental level goal					
Specific actions to be taken to achieve the developmental level goal					
Specific outcomes and/or results to be used to determine the achievement of the developmental level goal					

Standard	Standard 1: Engaging and Supporting All Students in Learning				
Element	1.5 Promoting critical thinking through inquiry, problem solving and reflection				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Developmental Levels	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Developmental Level - Current					
Developmental Level - Goal					
Rationale for pursuing the developmental level goal					
Specific actions to be taken to achieve the developmental level goal					
Specific outcomes and/or results to be used to determine the achievement of the developmental level goal					

Standard	Standard 1: Engaging and Supporting All Students in Learning				
Element	1.6 Monitoring student learning and adjusting instruction while teaching				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Developmental Levels	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Developmental Level - Current					
Developmental Level - Goal					
Rationale for pursuing the developmental level goal					
Specific actions to be taken to achieve the developmental level goal					
Specific outcomes and/or results to be used to determine the achievement of the developmental level goal					

Standard	Standard 2: Creating and Maintaining Effective Environments for Student Learning				
Element	2.1 Promoting social development and responsibility within a caring community where each student is treated fairly and respectfully				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Developmental Levels	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Developmental Level - Current					
Developmental Level - Goal					
Rationale for pursuing the developmental level goal					
Specific actions to be taken to achieve the developmental level goal					
Specific outcomes and/or results to be used to determine the achievement of the developmental level goal					

Standard	Standard 2: Creating and Maintaining Effective Environments for Student Learning				
Element	2.2 Creating physical or virtual learning environments that promote student learning, reflect diversity, and encourage constructive and productive interactions among students				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Developmental Levels	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Developmental Level - Current					
Developmental Level - Goal					
Rationale for pursuing the developmental level goal					
Specific actions to be taken to achieve the developmental level goal					
Specific outcomes and/or results to be used to determine the achievement of the developmental level goal					

Standard	Standard 2: Creating and Maintaining Effective Environments for Student Learning				
Element	2.3 Establishing and maintaining learning environments that are physically, intellectually, and emotionally safe				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Developmental Levels	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Developmental Level - Current					
Developmental Level - Goal					
Rationale for pursuing the developmental level goal					
Specific actions to be taken to achieve the developmental level goal					
Specific outcomes and/or results to be used to determine the achievement of the developmental level goal					

Standard	Standard 2: Creating and Maintaining Effective Environments for Student Learning				
Element	2.4 Creating a rigorous learning environment with high expectations and appropriate support for all students				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Developmental Levels	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Developmental Level - Current					
Developmental Level - Goal					
Rationale for pursuing the developmental level goal					
Specific actions to be taken to achieve the developmental level goal					
Specific outcomes and/or results to be used to determine the achievement of the developmental level goal					

Standard	Standard 2: Creating and Maintaining Effective Environments for Student Learning				
Element	2.5 Developing, communicating, and maintaining high standards for individual and group behavior				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Developmental Levels	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Developmental Level - Current					
Developmental Level - Goal					
Rationale for pursuing the developmental level goal					
Specific actions to be taken to achieve the developmental level goal					
Specific outcomes and/or results to be used to determine the achievement of the developmental level goal					

Standard	Standard 2: Creating and Maintaining Effective Environments for Student Learning				
Element	2.6 Employing classroom routines, procedures, norms, and supports for positive behavior to ensure a climate in which all students can learn				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Developmental Levels	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Developmental Level - Current					
Developmental Level - Goal					
Rationale for pursuing the developmental level goal					
Specific actions to be taken to achieve the developmental level goal					
Specific outcomes and/or results to be used to determine the achievement of the developmental level goal					

Standard	Standard 2: Creating and Maintaining Effective Environments for Student Learning				
Element	2.7 Using instructional time to optimize learning				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Developmental Levels	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Developmental Level - Current					
Developmental Level - Goal					
Rationale for pursuing the developmental level goal					
Specific actions to be taken to achieve the developmental level goal					
Specific outcomes and/or results to be used to determine the achievement of the developmental level goal					

Standard	Standard 3: Understanding and Organizing Subject Matter for Student Learning				
Element	3.1 Demonstrating knowledge of subject matter, academic content standards, and curriculum frameworks				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Developmental Levels	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Developmental Level - Current					
Developmental Level - Goal					
Rationale for pursuing the developmental level goal					
Specific actions to be taken to achieve the developmental level goal					
Specific outcomes and/or results to be used to determine the achievement of the developmental level goal					

Standard	Standard 3: Understanding and Organizing Subject Matter for Student Learning				
Element	3.2 Applying knowledge of student development and proficiencies to ensure student understanding of subject matter				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Developmental Levels	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Developmental Level - Current					
Developmental Level - Goal					
Rationale for pursuing the developmental level goal					
Specific actions to be taken to achieve the developmental level goal					
Specific outcomes and/or results to be used to determine the achievement of the developmental level goal					

Standard	Standard 3: Understanding and Organizing Subject Matter for Student Learning				
Element	3.3 Organizing curriculum to facilitate student understanding of the subject matter				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Developmental Levels	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Developmental Level - Current					
Developmental Level - Goal					
Rationale for pursuing the developmental level goal					
Specific actions to be taken to achieve the developmental level goal					
Specific outcomes and/or results to be used to determine the achievement of the developmental level goal					

Standard	Standard 3: Understanding and Organizing Subject Matter for Student Learning				
Element	3.4 Utilizing instructional strategies that are appropriate to the subject matter				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Developmental Levels	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Developmental Level - Current					
Developmental Level - Goal					
Rationale for pursuing the developmental level goal					
Specific actions to be taken to achieve the developmental level goal					
Specific outcomes and/or results to be used to determine the achievement of the developmental level goal					

Standard	Standard 3: Understanding and Organizing Subject Matter for Student Learning				
Element	3.5 Using and adapting resources, technologies, and standards-aligned instructional materials, including adopted materials to make subject matter accessible to all students				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Developmental Levels	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Developmental Level - Current					
Developmental Level - Goal					
Rationale for pursuing the developmental level goal					
Specific actions to be taken to achieve the developmental level goal					
Specific outcomes and/or results to be used to determine the achievement of the developmental level goal					

Standard	Standard 3: Understanding and Organizing Subject Matter for Student Learning				
Element	3.6 A. Addressing the needs of English learners to provide equitable access to content				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Developmental Levels	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Developmental Level - Current					
Developmental Level - Goal					
Rationale for pursuing the developmental level goal					
Specific actions to be taken to achieve the developmental level goal					
Specific outcomes and/or results to be used to determine the achievement of the developmental level goal					

Standard	Standard 3: Understanding and Organizing Subject Matter for Student Learning				
Element	3.6 B. Addressing the needs of students with special needs to provide equitable access to content				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Developmental Levels	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Developmental Level - Current					
Developmental Level - Goal					
Rationale for pursuing the developmental level goal					
Specific actions to be taken to achieve the developmental level goal					
Specific outcomes and/or results to be used to determine the achievement of the developmental level goal					

Standard	Standard 4: Planning Instruction and Designing Learning Experiences for All Students				
Element	4.1 Using knowledge of students' academic readiness, language proficiency, cultural background, and individual development to plan instruction				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Developmental Levels	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Developmental Level - Current					
Developmental Level - Goal					
Rationale for pursuing the developmental level goal					
Specific actions to be taken to achieve the developmental level goal					
Specific outcomes and/or results to be used to determine the achievement of the developmental level goal					

Standard	Standard 4: Planning Instruction and Designing Learning Experiences for All Students				
Element	4.2 Establishing and articulating goals for student learning				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Developmental Levels	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Developmental Level - Current					
Developmental Level - Goal					
Rationale for pursuing the developmental level goal					
Specific actions to be taken to achieve the developmental level goal					
Specific outcomes and/or results to be used to determine the achievement of the developmental level goal					

Standard	Standard 4: Planning Instruction and Designing Learning Experiences for All Students				
Element	4.3 Developing and sequencing long-term and short-term instructional plans to support student learning				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Developmental Levels	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Developmental Level - Current					
Developmental Level - Goal					
Rationale for pursuing the developmental level goal					
Specific actions to be taken to achieve the developmental level goal					
Specific outcomes and/or results to be used to determine the achievement of the developmental level goal					

Standard	Standard 4: Planning Instruction and Designing Learning Experiences for All Students				
Element	4.4 Planning instruction that incorporates appropriate strategies to meet the learning needs of all students				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Developmental Levels	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Developmental Level - Current					
Developmental Level - Goal					
Rationale for pursuing the developmental level goal					
Specific actions to be taken to achieve the developmental level goal					
Specific outcomes and/or results to be used to determine the achievement of the developmental level goal					

Standard	Standard 4: Planning Instruction and Designing Learning Experiences for All Students				
Element	4.5 Adapting instructional plans and curricular materials to meet the assessed learning needs of all students				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Developmental Levels	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Developmental Level - Current					
Developmental Level - Goal					
Rationale for pursuing the developmental level goal					
Specific actions to be taken to achieve the developmental level goal					
Specific outcomes and/or results to be used to determine the achievement of the developmental level goal					

Standard	Standard 5: Assessing Students for Learning				
Element	5.1 Applying knowledge of purposes, characteristics, and uses of different types of assessments				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Developmental Levels	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Developmental Level - Current					
Developmental Level - Goal					
Rationale for pursuing the developmental level goal					
Specific actions to be taken to achieve the developmental level goal					
Specific outcomes and/or results to be used to determine the achievement of the developmental level goal					

Standard	Standard 5: Assessing Students for Learning				
Element	5.2 Collecting and analyzing assessment data from a variety of surces to inform instruction				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Developmental Levels	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Developmental Level - Current					
Developmental Level - Goal					
Rationale for pursuing the developmental level goal					
Specific actions to be taken to achieve the developmental level goal					
Specific outcomes and/or results to be used to determine the achievement of the developmental level goal					

Standard	Standard 5: Assessing Students for Learning				
Element	5.3 Reviewing data, both individually and with colleagues, to monitor student learning				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Developmental Levels	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Developmental Level - Current					
Developmental Level - Goal					
Rationale for pursuing the developmental level goal					
Specific actions to be taken to achieve the developmental level goal					
Specific outcomes and/or results to be used to determine the achievement of the developmental level goal					

Standard	Standard 5: Assessing Students for Learning				
Element	5.4 Using assessment data to establish learning goals and to plan, differentiate, and modify instruction				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Developmental Levels	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Developmental Level - Current					
Developmental Level - Goal					
Rationale for pursuing the developmental level goal					
Specific actions to be taken to achieve the developmental level goal					
Specific outcomes and/or results to be used to determine the achievement of the developmental level goal					

Standard	Standard 5: Assessing Students for Learning				
Element	5.5 Involving all students in self-assessment, goal-setting, and monitoring progress				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Developmental Levels	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Developmental Level - Current					
Developmental Level - Goal					
Rationale for pursuing the developmental level goal					
Specific actions to be taken to achieve the developmental level goal					
Specific outcomes and/or results to be used to determine the achievement of the developmental level goal					

Standard	Standard 5: Assessing Students for Learning				
Element	5.6 Using available technologies to assist in assessment, analysis, and communication of student learning				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Developmental Levels	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Developmental Level - Current					
Developmental Level - Goal					
Rationale for pursuing the developmental level goal					
Specific actions to be taken to achieve the developmental level goal					
Specific outcomes and/or results to be used to determine the achievement of the developmental level goal					

Standard	Standard 5: Assessing Students for Learning				
Element	5.7 Using assessment information to share timely and comprehensive feedback with students and their families				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Developmental Levels	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Developmental Level - Current					
Developmental Level - Goal					
Rationale for pursuing the developmental level goal					
Specific actions to be taken to achieve the developmental level goal					
Specific outcomes and/or results to be used to determine the achievement of the developmental level goal					

Standard	Standard 6: Developing as a Professional Educator				
Element	6.1 Reflecting on teaching practice in support of student learning				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Developmental Levels	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Developmental Level - Current					
Developmental Level - Goal					
Rationale for pursuing the developmental level goal					
Specific actions to be taken to achieve the developmental level goal					
Specific outcomes and/or results to be used to determine the achievement of the developmental level goal					

Standard	Standard 6: Developing as a Professional Educator				
Element	6.2 Establishing professional goals and engaging in continuous and purposeful professional growth and development				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Developmental Levels	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Developmental Level - Current					
Developmental Level - Goal					
Rationale for pursuing the developmental level goal					
Specific actions to be taken to achieve the developmental level goal					
Specific outcomes and/or results to be used to determine the achievement of the developmental level goal					

Standard	Standard 6: Developing as a Professional Educator				
Element	6.3 Collaborating with colleagues and the broader professional community to support teacher and student learning				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Developmental Levels	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Developmental Level - Current					
Developmental Level - Goal					
Rationale for pursuing the developmental level goal					
Specific actions to be taken to achieve the developmental level goal					
Specific outcomes and/or results to be used to determine the achievement of the developmental level goal					

Standard	Standard 6: Developing as a Professional Educator				
Element	6.4 Working with families to support student learning				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Developmental Levels	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Developmental Level - Current					
Developmental Level - Goal					
Rationale for pursuing the developmental level goal					
Specific actions to be taken to achieve the developmental level goal					
Specific outcomes and/or results to be used to determine the achievement of the developmental level goal					

Standard	Standard 6: Developing as a Professional Educator				
Element	6.5 Engaging local communities in support of the instructional program				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Developmental Levels	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Developmental Level - Current					
Developmental Level - Goal					
Rationale for pursuing the developmental level goal					
Specific actions to be taken to achieve the developmental level goal					
Specific outcomes and/or results to be used to determine the achievement of the developmental level goal					

Standard	Standard 6: Developing as a Professional Educator				
Element	6.6 Managing professional responsibilities to maintain motivation and commitment to all students				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Developmental Levels	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Developmental Level - Current					
Developmental Level - Goal					
Rationale for pursuing the developmental level goal					
Specific actions to be taken to achieve the developmental level goal					
Specific outcomes and/or results to be used to determine the achievement of the developmental level goal					

Standard	Standard 6: Developing as a Professional Educator				
Element	6.7 Demonstrating professional responsibility, integrity, and ethical conduct				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Developmental Levels	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Developmental Level - Current					
Developmental Level - Goal					
Rationale for pursuing the developmental level goal					
Specific actions to be taken to achieve the developmental level goal					
Specific outcomes and/or results to be used to determine the achievement of the developmental level goal					

VINELAND SCHOOL DISTRICT
California Standards for the Teaching Profession (2009)
Continuum of Teaching Practice

Standard	Standard 1: Engaging and Supporting All Students in Learning				
Element	1.1 Using knowledge of students to engage them in learning				
Reflective Questions	<p>As teachers develop, they may ask, “How do I...” or “Why do I...”:</p> <ul style="list-style-type: none"> • Know students as people and as learners • Understand reasons for behavior • Recognize atypical behavior in students • Build trust with students and foster relationships so that students can thrive academically • Adapt teaching to reflect knowledge of students • Differentiate instruction based on knowledge of students' strengths, interests, and needs • Get to know parents and connect with the community 				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Continuum of Implementation	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Teacher	Learns about students through data provided by the school and/or through district assessments.	Gathers additional data to learn about individual students.	Uses data from a variety of formal and informal sources to learn about students and guide selection of instructional strategies to meet diverse learning needs.	Uses data from multiple measures to make adjustments to instruction and meet individual identified learning needs.	Uses comprehensive knowledge of students to make ongoing adjustments and accommodations in instruction.
Student	Some students may engage in learning using instructional strategies focused on the class as a whole.	Students engage in single lessons or sequence of lessons that include some adjustments based on assessments.	Students engage in learning through the use of adjustments in instruction to meet their needs.	Students actively utilize a variety of instructional strategies and technologies in learning that ensure equitable access to the curriculum.	Students take ownership of their learning by choosing from a wide range of methods to further their learning that are responsive to their diverse learning needs.
Evidence					

Standard	Standard 1: Engaging and Supporting All Students in Learning				
Element	1.2 Connecting learning to students' prior knowledge, backgrounds, life experiences, and interests				
Reflective Questions	<p>As teachers develop, they may ask, “How do I...” or “Why do I...”:</p> <ul style="list-style-type: none"> • Help students see the connections between what they already know and the new material • Connect classroom learning to students' life experiences and cultural backgrounds • Support all students to use first and second language skills to achieve learning goals • Open a lesson or unit to capture student attention and interest • Build on students' comments and questions during a lesson to extend their understanding 				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Continuum of Implementation	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Teacher	Develops awareness of prior knowledge, culture, backgrounds, life experience, and interests represented among students.	Uses gathered information about students' prior knowledge, cultural backgrounds, life experiences, and interests to support student learning.	Uses school resources and family contacts to expand understanding of students' prior knowledge, cultural backgrounds, life experiences, and interests to connect to student learning.	Integrates broad knowledge of students' cultural backgrounds, prior knowledge, life experiences, and interests to inform instruction.	Uses extensive information regarding students and their communities systematically and flexibly throughout instruction.
Student	Some students connect learning activities to their own lives.	Students participate in single lessons or sequence of lessons related to their interests and experiences.	Students make connections between curriculum and their prior knowledge, backgrounds, life experiences, and interests.	Students are actively engaged in curriculum which relates their prior knowledge, experiences, and interests within and across learning activities.	Students can articulate the relevance and impact of lessons on their lives and society.
Evidence					

Standard	Standard 1: Engaging and Supporting All Students in Learning				
Element	1.3 Connecting subject matter to meaningful, real-life contexts				
Reflective Questions	<p>As teachers develop, they may ask, “How do I…” or “Why do I…”:</p> <ul style="list-style-type: none"> • Establish a connection between subject matter and purpose for learning • Make connections between the subject matter and real-life contexts • Seek feedback from students regarding relevance of subject matter to their lives • Engage all students in a variety of learning experiences that accommodate the different ways they learn • Provide opportunities for all students to acquire and practice skills in meaningful contexts 				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students’ performance inform your self-assessment?				
Continuum of Implementation	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Teacher	Uses real-life connections during instruction as identified in curriculum.	Explores using additional real-life connections to subject matter in single lessons or sequence of lessons to support student understanding.	Includes connections from subject matter to meaningful, real-life contexts, including those specific to students’ family and community.	Integrates connections to meaningful, real-life contexts in planning subject matter instruction and is responsive during instruction to engage students in relating to subject matter.	Engages students in actively making connections to relevant, meaningful, and real-life contexts throughout subject matter instruction.
Student	Some students relate subject matter to real-life.	Students make use of real-life connections provided in single lessons or sequence of lessons to support understanding of subject matter.	Students utilize real-life connections regularly to develop understandings of subject matter.	Students actively engage in making and using real-life connections to subject matter to extend their understanding.	Students routinely integrate subject matter into their own thinking and make relevant applications of subject matter during learning activities.
Evidence					

Standard	Standard 1: Engaging and Supporting All Students in Learning				
Element	1.4 Using a variety of instructional strategies, resources, and technologies to meet students' diverse learning needs				
Reflective Questions	<p>As teachers develop, they may ask, “How do I...” or “Why do I...”:</p> <ul style="list-style-type: none"> • Select and utilize a range of instructional approaches to engage students in learning • Use a variety of strategies to introduce, explain, and restate subject matter concepts and processes so all students understand • Help all students learn, practice, internalize, and apply subject-specific learning strategies and procedures • Use differentiated instruction to meet the assessed learning needs of students and increase active participation in learning • Adapt materials and resources, make accommodations, and use appropriate assistive equipment and other technologies to support students' diverse learning needs • Utilize multiple types of technology to facilitate learning • Examine and use resources that minimize bias 				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Continuum of Implementation	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Teacher	Uses instructional strategies, resources, and technologies as provided by school and/or district.	Explores additional instructional strategies, resources, and technologies in single lessons or sequence of lessons to meet students' diverse learning needs.	Utilizes a variety of strategies including culturally responsive pedagogy, resources, and technologies during ongoing instruction to meet students' diverse learning needs.	Creates, adapts, and integrates a broad range of strategies, resources, and technologies into instruction designed to meet students' diverse learning needs.	Refines the flexible use of an extensive repertoire of strategies, resources, and technologies to meet students' diverse learning needs.
Student	Some students participate in instructional strategies, using resources and technologies provided.	Students participate in single lessons or sequence of lessons related to their interests and experiences.	Students participate in instruction using strategies, resources, and technologies matched to their learning needs.	Students actively engage in instruction and make use of a variety of targeted strategies, resources, and technologies to meet their individual learning needs.	Students take responsibility for using a wide range of strategies, resources, and technologies that successfully advance their learning.
Evidence					

Standard	Standard 1: Engaging and Supporting All Students in Learning				
Element	1.5 Promoting critical thinking through inquiry, problem solving and reflection				
Reflective Questions	<p>As teachers develop, they may ask, “How do I…” or “Why do I…”:</p> <ul style="list-style-type: none"> • Encourage students to use multiple approaches and solutions to solve problems • Encourage students to ask critical questions and consider diverse perspectives about subject matter • Provide opportunities for students to think about, discuss, and evaluate content • Ask questions to facilitate discussion, clarify, and extend students' thinking • Support students to think and communicate with clarity and precision • Help students apply previous learning to new situations • Encourage students to create, imagine, and innovate • Help students to develop and use strategies and technologies for accessing knowledge and information 				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Continuum of Implementation	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Teacher	Asks questions that focus on factual knowledge and comprehension.	Includes questions in single lessons or a sequence of lessons that require students to recall, interpret, and think critically.	Guide students to think critically through use of questioning strategies, posing/ solving problems, and reflection on issues in content.	Supports students to initiate critical thinking through independently developing questions, posing problems and reflecting on multiple perspectives.	Facilitates systematic opportunities for students to apply critical thinking by designing structured inquires into complex problems.
Student	Some students respond to questions regarding facts and comprehension.	Students respond to varied questions or tasks designed to promote comprehension and critical thinking in single lessons or a sequence of lessons.	Students respond to questions and problems posed by the teacher and begin to pose and solve problems of their own related to the content.	Students pose problems and construct questions of their own to support inquiries into content.	Students pose and answer a wide-range of complex questions and problems, reflect, and communicate understandings based on in depth analysis of content learning.
Evidence					

Standard	Standard 1: Engaging and Supporting All Students in Learning				
Element	1.6 Monitoring student learning and adjusting instruction while teaching				
Reflective Questions	<p>As teachers develop, they may ask, “How do I…” or “Why do I…”:</p> <p>Systematically check for student understanding and revise plans accordingly</p> <p>Incorporate a variety of strategies in a lesson to check for student understanding</p> <p>Monitor the learning of students with limited English proficiency or of students with special needs</p> <p>Adjust the lesson plan to accelerate instruction when the pace of the lesson is too slow</p> <p>Make "on the spot" changes to the lesson based on students' interests and questions</p> <p>Provide additional support and opportunities for students to learn when some students have mastered the lesson objective(s) and others have not</p> <p>Adjust the lesson when there isn't enough time to complete everything planned</p>				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Continuum of Implementation	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Teacher	Implements lessons following curriculum guidelines.	Seeks to clarify instructions and learning activities to support student understanding.	Makes adjustments to instruction based on observation of student engagement and regular checks for understanding.	Adjusts strategies during instruction based on the ongoing monitoring of individual student needs for assistance, support, or challenge.	Makes adjustments to extend learning opportunities and provide assistance to students in mastering the content flexibly and effectively.
Student	Some students receive individual assistance during instruction.	Students receive assistance individually or in small groups during instruction.	Students successfully participate and stay engaged in learning activities.	Students are able to articulate their level of understanding and use teacher guidance to meet their needs during instruction.	Students monitor their progress in learning and provide information to teacher that informs adjustments in instruction.
Evidence					

Standard	Standard 2: Creating and Maintaining Effective Environments for Student Learning				
Element	2.1 Promoting social development and responsibility within a caring community where each student is treated fairly and respectfully				
Reflective Questions	<p>As teachers develop, they may ask, “How do I…” or “Why do I…”:</p> <ul style="list-style-type: none"> • Model and promote fairness, equity, and respect in a classroom atmosphere that values all individuals and cultures • Help all students accept and respect diversity in terms of cultural, religious, linguistic, and economic backgrounds; learning differences and ability; gender and gender identity; family structure and sexual orientation; and other aspects of humankind • Engage students in shared problem-solving and conflict resolution • Provide learning opportunities that encourage student-to-student communication with empathy and understanding • Develop students’ leadership skills and provide opportunities to apply them • Create a classroom culture where students feel a sense of responsibility to and for one another • Help students to appreciate their own identities and to view themselves as valued contributors to society • Develop activities that support positive interactions among students and that help students get to know each other 				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students’ performance inform your self-assessment?				
Continuum of Implementation	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Teacher	Models and communicates expectations for fair and respectful behavior to support social development.	Models fair and respectful behavior. Demonstrates commitment to fairness and respect in communications with students about language and behavior. Seeks to understand cultural perceptions of caring community.	Reinforces positive, responsible, and respectful student interactions. Assists students to resolve conflicts. Incorporates cultural awareness to develop a positive classroom climate.	Develops shared responsibility with students for resolving conflict and creating and maintaining a caring classroom community. Supports students in taking leadership in developing a caring community that is responsive to the diverse cultural norms of identities of all students.	Facilitates student self-reflection and ongoing improvement of the caring community based on respect, fairness, and the value of all members. Students take leadership in resolving conflict and creating a fair and respectful classroom community where student’s home culture is included and valued.
Student	Some students share in responsibility for the classroom community.	Students participate in occasional community building activities, designed to promote caring, fairness, and respect.	Students demonstrate efforts to be positive, accepting, and respectful of differences.	Students take responsibility resolving conflicts and maintaining a caring classroom community. Students promote respect and appreciation for differences.	Students communicate with empathy and understanding in interactions with one another.
Evidence					

Standard	Standard 2: Creating and Maintaining Effective Environments for Student Learning				
Element	2.2 Creating physical or virtual learning environments that promote student learning, reflect diversity, and encourage constructive and productive interactions among students				
Reflective Questions	<p>As teachers develop, they may ask, “How do I…” or “Why do I…”:</p> <ul style="list-style-type: none"> • Arrange and adapt classroom seating to accommodate individual and group learning needs • Establish a stimulating, curriculum-rich learning environment that supports content learning and academic vocabulary development • Ensure that students develop an appreciation of diversity • Provide students access to resources, technologies, and comfortable workspaces • Create an environment that promotes optimal learning for each student • Construct an equitable learning environment for all students 				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students’ performance inform your self-assessment?				
Continuum of Implementation	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Teacher	<p>Is aware of the importance of the physical and/or virtual learning environments that support student learning.</p> <p>Is aware that structured interaction between students can support learning.</p>	<p>Experiments with adapting the physical and/or virtual learning environments that support student learning.</p> <p>Structures for interaction are taught in single lessons or sequence of lessons to support student learning.</p>	<p>Develops physical and/or virtual learning environments that reflect student diversity and provide a range of resources for learning.</p> <p>Utilizes a variety of structures for interaction during learning activities that ensure a focus on and completion of learning tasks.</p>	<p>Maintains physical and/or virtual learning environments that reflect student diversity and provides a broad range of resources, displays, and artifacts that are current and integral to instruction.</p> <p>Integrates a variety of structures for interaction that engage students constructively and productively in learning.</p>	<p>Adapts physical and/or virtual learning environments flexibly to facilitate access to a wide range of resources that engage students in learning.</p> <p>Ensures that environments enhance learning and reflect diversity within and beyond the classroom.</p> <p>Selects from a repertoire of structures for interaction to ensure accelerated learning for the full range of students.</p>
Student	Some students use available resources in learning environments during instruction.	Students use resources provided in learning environments and interact with each other to understand and complete learning tasks in single lessons or sequence of lessons.	Students use a variety of resources in learning environments and interact in ways that deepen their understanding of the content and develop constructive social and academic interactions.	<p>Students routinely use a range of resources in learning environments that relate to and enhance instruction and reflect their diversity.</p> <p>Students share in monitoring and assessment of interactions to improve effectiveness and develop a positive culture for learning.</p>	Students participate in monitoring and changing the design of learning environments and structures for interaction.
Evidence					

Standard	Standard 2: Creating and Maintaining Effective Environments for Student Learning				
Element	2.3 Establishing and maintaining learning environments that are physically, intellectually, and emotionally safe				
Reflective Questions	<p>As teachers develop, they may ask, “How do I…” or “Why do I…”:</p> <ul style="list-style-type: none"> • Arrange the learning environment to facilitate positive and productive classroom interactions • Encourage, support, and recognize the achievements and contributions of all students • Encourage students to take risks and to express thoughtful and respectful opinions related to the topic or subject of discussion • Foster the development of each student's self-esteem • Create a safe, accessible learning environment for all students 				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Continuum of Implementation	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Teacher	<p>Adheres to policies and laws regarding safety that are required by the site, district, and state.</p> <p>Responds to behaviors that impact student safety as they arise.</p>	<p>Recognizes and addresses safety issues regarding materials, student interactions, and the organization of the learning environments.</p> <p>Explores strategies to establish intellectual and emotional safety in the classroom.</p>	<p>Anticipates and reduces risks to physical, intellectual, and emotional safety using multiple strategies that include examining biases in the learning environment and curriculum.</p> <p>Models and provides instruction on skills that develop resiliency and support intellectual and emotional safety.</p>	<p>Integrates support for students to take risks and offer respectful opinions about divergent viewpoints.</p> <p>Engages in reflection on their own language and behavior that contributes to intellectual and emotional safety in the classroom.</p>	<p>Shares responsibility with the students for the establishment and maintenance of a safe physical, intellectual, and emotional environment focused on high quality and rigorous learning.</p>
Student	Students are aware of required safety procedures and the school and classroom rational for maintaining safety.	Students follow teacher guidance regarding potential safety issues for self or others.	Students take risks, offer opinions, and share alternative perspectives.	Students develop and practice resiliency skills and strategies to strive for academic achievement, and establish intellectual and emotional safety in the classroom.	<p>Students demonstrate resiliency in perseverance for academic achievement.</p> <p>Students share responsibility for intellectual and emotional safety for themselves and others in the classroom.</p>
Evidence					

Standard	Standard 2: Creating and Maintaining Effective Environments for Student Learning				
Element	2.4 Creating a rigorous learning environment with high expectations and appropriate support for all students				
Reflective Questions	<p>As teachers develop, they may ask, “How do I…” or “Why do I…”:</p> <ul style="list-style-type: none"> • Establish a productive, achievement-oriented climate in the classroom • Set high expectations for all students • Motivate all students to initiate their own learning and strive for challenging learning goals • Provide all students opportunities to examine and evaluate their own work and to learn from the work of their peers • Ensure access to challenging and diverse academic content for all students 				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students’ performance inform your self-assessment?				
Continuum of Implementation	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Teacher	Focuses the rigor of the learning environment on accuracy of answers and completion of learning tasks. Is aware of the importance of maintaining high expectations for students.	Focuses on the development of a rigorous learning environment that includes accuracy, understanding, and the importance of meeting targeted learning goals. Works to maintain high expectations for students while becoming aware of achievement patterns for individuals and groups of students.	Develops a rigorous learning environment that includes accuracy, analysis, problem solving, and appropriate levels of challenge. Holds high expectations for students. Has an understanding of achievement patterns, and uses scaffolds to address achievement gaps.	Integrates rigor throughout the learning environment that values accuracy, analysis, and critical reading, writing and thinking. Integrates strategic scaffolds and technologies throughout instruction that support the full range of learners in meeting high expectations for achievement.	Facilitates a rigorous learning environment in which students take leadership in learning. Fosters extended studies, research, analysis and purposeful use of learning. Supports students to utilize an extensive repertoire of differentiated strategies to meet high expectations.
Student	Some students ask for teacher support to understand or complete learning tasks.	Some individuals and groups of students work with the teacher to support accuracy and comprehension in their learning.	Students engage in a variety of differentiated supports and challenges in ways that promote their accuracy, analysis, and problem solving in learning.	Students actively use supports and challenges to complete critical reading, writing, higher order thinking, and problem solving across subject matter.	Students take responsibility to fully utilize teacher and peer support, to achieve consistently high levels of factual and analytical learning.
Evidence					

Standard	Standard 2: Creating and Maintaining Effective Environments for Student Learning				
Element	2.5 Developing, communicating, and maintaining high standards for individual and group behavior				
Reflective Questions	<p>As teachers develop, they may ask, “How do I…” or “Why do I…”:</p> <ul style="list-style-type: none"> Facilitate student participation in classroom decision-making Foster and support appropriate student behavior Collaborate with students, families, and communities to establish, maintain, and communicate standards for student behavior Understand the underlying causes of student behavior, including developmental and individual needs, and utilize that knowledge in support of positive classroom conduct Work proactively to prevent and respond quickly to minimize behavioral issues Understand and respond to inappropriate behaviors in an efficient, fair, and equitable way Help all students learn to take responsibility for their own behavior and actions 				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students’ performance inform your self-assessment?				
Continuum of Implementation	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Teacher	<p>Establishes expectations, rules, and consequences for individual and group behavior.</p> <p>Refers to standards for behavior and applies consequences as needed.</p>	<p>Develops expectations with some student involvement. Communicates, models and explains expectations for individual and group behavior.</p> <p>Reviews standards for behavior with students in single lessons or sequence of lessons in anticipation of need for reinforcement.</p>	<p>Uses multiple strategies including culturally responsive instruction to develop and maintain high standards for individual and group behavior.</p> <p>Utilizes routine references to standards for behavior prior and during individual and group work.</p>	<p>Integrates equitable expectations, positive supports, and consequences for individual and group behavior within and across learning activities.</p> <p>Guides and supports students to self-assess, monitor, and set goals for individual and group behavior and participation.</p>	<p>Facilitates a positive environment using systems that ensure students take an active role in monitoring and maintaining high standards for individual and group behaviors.</p>
Student	Students are aware of classroom rules and consequences.	Students know expectations for behavior and consequences and respond to guidance in following them.	Students follow behavior expectations, accept consequences and increase positive behaviors.	Students respond to individual and group behaviors and encourage and support each other to make improvements.	Students demonstrate positive behavior, consistent participation and are valued for their unique identities.
Evidence					

Standard	Standard 2: Creating and Maintaining Effective Environments for Student Learning				
Element	2.6 Employing classroom routines, procedures, norms, and supports for positive behavior to ensure a climate in which all students can learn				
Reflective Questions	<p>As teachers develop, they may ask, “How do I…” or “Why do I…”:</p> <ul style="list-style-type: none"> • Involve all students in the development of classroom procedures and routines • Help students transition smoothly and efficiently from one instructional activity to the next • Apply knowledge of students' physical, social, cognitive, and emotional development to ensure that adequate time and support are provided for students to complete learning activities • Develop daily schedules, timelines, classroom routines, and norms that maximize learning • Connect district, site, and classroom procedures to promote a climate of fairness and respect for all students • Adapt routines, procedures, and norms to ensure the success of students with special needs 				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Continuum of Implementation	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Teacher	<p>Establishes procedures, routines or norms for single lessons to support student learning.</p> <p>Responds to disruptive behavior.</p>	<p>Develops routines, procedures, and norms in single lessons or sequence of lessons with some student involvement.</p> <p>Seeks to promote positive behaviors and responds to disruptive behavior.</p>	<p>Maintains regular use of routines and procedures that are culturally responsive and engage students in the development and monitoring of norms.</p> <p>Provides positive behavior supports. Responds appropriately to behaviors in ways that lessen disruptions to the learning climate.</p>	<p>Engages students in monitoring and reflecting on routines, procedures, and norms in ways that are culturally responsive.</p> <p>Maintains a quality learning climate that builds on student strengths.</p> <p>Promotes positive behaviors and consistently prevents or refocuses behaviors disruptive to the learning climate.</p>	<p>Facilitates student participating in developing, monitoring, and adjusting routines and procedures focuses on maximizing learning.</p> <p>Classroom climate integrates school standards and culturally relevant norms.</p> <p>Promotes positive behaviors and establishes preventions and a positive classroom climate that eliminate most disruptive behavior.</p>
Student	Students are aware of procedures, routines, and classroom norms.	Students receive correction for behavior that interferes with learning, and positive reinforcement in following routines, procedures, and norms.	<p>Students participate in routines, procedures, and norms and receive reinforcement for positive behaviors.</p> <p>Students receive timely and effective feedback and consequences for behaviors that interfere with learning.</p>	Students are involved in assessment and monitoring of routines, procedures, and norms in ways that improve the learning climate.	Students share responsibility with teacher for managing and maintaining a positive classroom climate that promotes learning.
Evidence					

Standard	Standard 2: Creating and Maintaining Effective Environments for Student Learning				
Element	2.7 Using instructional time to optimize learning				
Reflective Questions	<p>As teachers develop, they may ask, “How do I…” or “Why do I…”:</p> <ul style="list-style-type: none"> • Organize instruction to optimize learning time • Pace instruction to accomplish learning goals • Re-direct students' off-task behavior to make the most of instructional time • Adjust instructional time so that all students remain engaged and challenged • Structure time for both independent and collaborative learning opportunities • Balance instructional, preparation, administrative, and managerial time 				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Continuum of Implementation	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Teacher	<p>Paces instruction based on curriculum guidelines.</p> <p>Develops awareness of how transitions and classroom management impact pacing and lessons.</p>	<p>Paces instruction with some consideration of lesson type, adjustments for sufficient student work time and transitions to optimize learning.</p>	<p>Paces instruction with students to provide adequate time for instruction, checking for understanding, completion of learning activities and closure.</p>	<p>Paces instruction to include ongoing assessment of student learning. Supports students in the monitoring of instructional time.</p>	<p>Paces, adjusts, and fluidly facilitates instruction and daily activities.</p>
Student	<p>Some students complete learning activities in time allotted.</p>	<p>Students complete learning activities and, as needed, may receive some adjustments of time allotted for tasks or expectations for completion.</p>	<p>Students participate in and complete a variety of learning activities in the time allotted with options for extension and review.</p>	<p>Students use their instructional time to engage in and complete learning activities and are prepared for the next sequence of instruction.</p>	<p>Students monitor their own time, are engaged in accomplishing learning goals, and participate in reflection, self-assessment, and goal setting.</p>
Evidence					

Standard	Standard 3: Understanding and Organizing Subject Matter for Student Learning				
Element	3.1 Demonstrating knowledge of subject matter, academic content standards, and curriculum frameworks				
Reflective Questions	<p>As teachers develop, they may ask, “How do I…” or “Why do I…”:</p> <ul style="list-style-type: none"> • Ensure that subject matter knowledge is sufficient to support student learning • Continue to keep subject matter knowledge current • Identify, understand, and teach the key concepts and underlying themes and relationships in the academic content standards and state curriculum frameworks • Integrate key concepts, themes, relationships, and connections across subject matter areas • Ensure that knowledge of the subject matter incorporates different perspectives, appropriate to the discipline • Maintain and utilize current understanding of relevant content standards and frameworks 				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students’ performance inform your self-assessment?				
Continuum of Implementation	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Teacher	Has foundational knowledge of subject matter, related academic language and academic content standards.	Examines concepts in subject matter and academic language, to identify connections between academic content standards and instruction.	Understands and explains the relationship between essential subject matter concepts, academic language, and academic content standards.	Uses broad knowledge of the relationships between subject matter concepts, academic language, and academic content standards, and academic language, in ways that ensure clear connections and relevance to students.	Uses extensive knowledge of subject matter concepts, current issues, academic language, and research to make relevant connections to standards during instruction and extend student learning
Evidence					

Standard	Standard 3: Understanding and Organizing Subject Matter for Student Learning				
Element	3.2 Applying knowledge of student development and proficiencies to ensure student understanding of subject matter				
Reflective Questions	<p>As teachers develop, they may ask, “How do I…” or “Why do I…”:</p> <ul style="list-style-type: none"> • Apply knowledge of human development and learning theory to the unique students • Acquire understanding of students' individual cognitive, social, emotional and physical development • Connect content being taught to students' prior knowledge and experiences • Build understanding of English learners' levels of language acquisition in order to know how to best support their learning • Build understanding of students with special needs in order to know how and when to differentiate instruction 				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Continuum of Implementation	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Teacher	<p>Has basic knowledge of student stages of development while becoming aware of differences in students' understanding of subject matter.</p> <p>Teaches subject-specific vocabulary following curriculum guidelines.</p>	<p>Expands knowledge of student development and implements learning activities in single lessons or sequence of lessons that address students' proficiencies and support understanding of subject matter including related academic language.</p> <p>Provides explicit teaching of essential content vocabulary and associated academic language in single lessons or sequence of lessons.</p> <p>Explains academic language, formats, and vocabulary to support student access to subject matter when confusions are identified.</p>	<p>Uses knowledge of student development and proficiencies to adapt instruction and meet students' diverse learning needs.</p> <p>Ensures understanding of subject matter including related academic language.</p> <p>Provides explicit teaching of essential vocabulary, idioms, key words with multiple meanings, and academic language in ways that engage students in accessing subject matter text or learning activities.</p>	<p>Integrates knowledge of individual student development to inform instructional decisions to ensure student understanding of subject matter including related academic language.</p> <p>Provides explicit teaching of specific academic language, text structure, grammatical, and stylistic language features to ensure equitable access and subject matter understanding for the range of student language levels and abilities.</p>	<p>Draws upon comprehensive knowledge of students to guide all students to develop proficiencies, understand subject matter including related academic language.</p> <p>Engages students at all levels of vocabulary, academic language, and proficiency in self-directed goal setting, monitoring, and improvement.</p> <p>Guides all students in using analysis strategies that provides equitable access and deep understanding of subject matter.</p>
Evidence					

Standard	Standard 3: Understanding and Organizing Subject Matter for Student Learning				
Element	3.3 Organizing curriculum to facilitate student understanding of the subject matter				
Reflective Questions	<p>As teachers develop, they may ask, “How do I…” or “Why do I…”:</p> <ul style="list-style-type: none"> • Use knowledge of student readiness to learn to organize, sequence, and enhance the curriculum • Apply knowledge of the subject matter to organize curriculum, plan lessons and units, and select instructional strategies that demonstrate key concepts and their interrelationships • Organize subject matter to reveal and value different cultural perspectives • Incorporate subject or grade level expectations and curriculum frameworks in organizing subject matter • Utilize standards-aligned and/or adopted curriculum in ways that support student learning 				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students’ performance inform your self-assessment?				
Continuum of Implementation	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Teacher	Follows organization of curriculum as provided by site and district to support student understanding of subject matter.	Examines organization of curriculum and considers adjustments in single lessons or sequence of lessons to support understanding of subject matter.	Uses knowledge of curriculum and student readiness to organize and adjust the curriculum to ensure student understanding.	Integrates knowledge of curriculum and resources to organize and adjust instruction within and across subject matter to extend student understanding.	<p>Draws upon extensive knowledge of curriculum and related resources to flexibly and effectively organize and adjust instruction.</p> <p>Ensures student comprehension and facilitates student articulation about what they do and don’t understand.</p>
Evidence					

Standard	Standard 3: Understanding and Organizing Subject Matter for Student Learning				
Element	3.4 Utilizing instructional strategies that are appropriate to the subject matter				
Reflective Questions	<p>As teachers develop, they may ask, “How do I…” or “Why do I…”:</p> <ul style="list-style-type: none"> • Develop and use a repertoire of instructional strategies appropriate to the subject matter • Build on students' life experiences, prior knowledge, and interests to make subject matter relevant and meaningful to students • Use effective instructional strategies and approaches to illustrate a concept and its connections within and across subject areas • Challenge all students to think critically in the subject area • Help all students develop enthusiasm for and a deep knowledge of the subject matter • Use strategies that make the depth and complexity of subject matter understandable to all students 				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Continuum of Implementation	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Teacher	Uses instructional strategies that are provided in the curriculum.	Gathers and uses additional instructional strategies in single lessons or sequence of lessons to increase student understanding of academic language appropriate to subject matter.	Selects and adapts a variety of instructional strategies to ensure student understanding of academic language appropriate to subject matter and that address students' diverse learning needs.	Integrates instructional strategies appropriate to subject matter to meet students' diverse learning, to ensure student understanding of academic language, and guide students in understanding connections within and across subject matter.	Draws upon an extensive repertoire of instructional strategies to develop enthusiasm, meta-cognitive abilities, and support and challenge the full range of students towards a deep knowledge of subject matter.
Evidence					

Standard	Standard 3: Understanding and Organizing Subject Matter for Student Learning				
Element	3.5 Using and adapting resources, technologies, and standards-aligned instructional materials, including adopted materials to make subject matter accessible to all students				
Reflective Questions	<p>As teachers develop, they may ask, “How do I…” or “Why do I…”:</p> <ul style="list-style-type: none"> • Know the full range of materials, resources, and technologies provided by the school or district • Select materials, resources, and technologies to support differentiated student learning of the subject matter • Select and use learning materials and resources that reflect diversity in the classroom • Use technologies to convey key concepts in the subject matter • Learn about and access new instructional resources to support student learning 				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students’ performance inform your self-assessment?				
Continuum of Implementation	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Teacher	<p>Uses available instructional materials, resources, and technologies for specific lessons to make subject matter accessible to students. Identifies technological resources needed.</p>	<p>Explores additional instructional materials, resources, and technologies to make subject matter accessible to students.</p> <p>Explores how to make technological resources available to all students.</p>	<p>Selects, adapts, and utilizes appropriate instructional materials, resources, and technologies for concept and skill development in subject matter.</p> <p>Resources reflect the diversity of the classroom and support differentiated learning of subject matter.</p> <p>Guides students to use available print, electronic, and online subject matter resources based on individual needs.</p>	<p>Integrates a wide range of adapted resources, technologies, and instructional materials to meet identified student needs and make subject matter accessible to students.</p> <p>Assists students with equitable access to materials, resources, and technologies. Seeks outside resources and support.</p>	<p>Engages students in identifying and adapting resources, technologies, and standards-aligned instructional materials to extend student understanding and critical thinking about subject matter.</p> <p>Ensures that students are able to obtain equitable access to a wide range of technologies, through ongoing links to outside resources and support.</p>
Evidence					

Standard	Standard 3: Understanding and Organizing Subject Matter for Student Learning				
Element	3.6 A. Addressing the needs of English learners to provide equitable access to content				
Reflective Questions	<p>As teachers develop, they may ask, “How do I…” or “Why do I…”:</p> <ul style="list-style-type: none"> • Address the English Language Development (ELD) standards as they relate to English learners' levels of language acquisition • Select materials, resources, and technologies to support subject matter instruction of English learners • Ensure access to the critical concepts and themes in the academic content standards and state curriculum frameworks for students at various levels of English proficiency 				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Continuum of Implementation	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Teacher	<p>Is aware of students' primary language and English language proficiencies based on available assessment data.</p> <p>Provides adapted materials to help English Learners access content.</p>	<p>Seeks additional information describing elements of culture and language proficiencies in listening, speaking, reading and writing.</p> <p>Uses multiple measures for assessing English learners' performance to identify gaps in English language development.</p> <p>Attempts to scaffold content using visuals, models, and graphic organizers.</p>	<p>Identifies language proficiencies and English learner strengths in the study of language and content.</p> <p>Differentiates instruction using one or more components of English language development to support English learners.</p> <p>Creates and implements scaffolds to support standards-based instruction using literacy strategies, SDAIE, and content level English language development in order for students to improve language proficiencies and understand content.</p>	<p>Integrates knowledge of English language development and English learner's strengths and assessed needs into English language and content instruction.</p> <p>Develops and adapts instruction to provide a wide range of scaffolded supports for language and content for the range of English learners.</p>	<p>Engages English learners in assessment of their progress in English language development and in meeting content standards.</p> <p>Supports students to establish and monitor language and content goals. Is resourceful and flexible in the design, adjustment and elimination of scaffolds based on English learners' proficiencies, knowledge and skills in content.</p>
Evidence					

Standard	Standard 3: Understanding and Organizing Subject Matter for Student Learning				
Element	3.6 B. Addressing the needs of students with special needs to provide equitable access to content				
Reflective Questions	<p>As teachers develop, they may ask, “How do I…” or “Why do I…”:</p> <ul style="list-style-type: none"> • Address the Individual Education Plan (IEP) goals and objectives of students with special needs • Select materials, resources, and technologies to support subject matter instruction of students with special needs • Ensure access to the critical concepts and themes in the academic content standards and state curriculum frameworks for students with special needs 				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students’ performance inform your self-assessment?				
Continuum of Implementation	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Teacher	<p>Has an awareness of the full range of students identified with special needs students through data provided by the school.</p> <p>Attends required meetings with resource personnel and families.</p> <p>Learns about referral processes for students with special needs.</p>	<p>Seeks additional information on the full range of students identified with special needs to address challenges or supports in single lessons or sequence of lessons.</p> <p>Cooperates with resource personnel, para-educators, and families during meetings and activities in support of learning plans and goals.</p> <p>Seeks additional information on struggling learners and advanced learners to determine appropriateness for referral.</p>	<p>Utilizes information on the full range of students identified with special needs to assess strengths and competencies to provide appropriate challenge and accommodations in instruction.</p> <p>Communicates regularly with resource personnel, para-educators, and families to ensure that student services are provided and progress is made in accessing appropriate content.</p> <p>Refers students as needed in a timely and appropriate manner supported with documented data over time, including interventions tried previous to referral.</p>	<p>Integrates accommodations, adaptations, and extensions to instruction for the full range of students with special needs to ensure adequate support and challenge.</p> <p>Communicates and collaborates with colleagues, support staff and families to ensure consistent instruction.</p> <p>Supports families in positive engagement with the school. Initiates and monitors referral processes and follow-up meetings to ensure that students receive support and/or extended learning that is integrated into the core curriculum.</p>	<p>Guides and supports the full range of students with special needs to actively engage in the assessment, and monitor their own strengths, learning needs, and achievements in accessing content.</p> <p>Communicates and collaborates with resource personnel, para-educators, families, leadership, and students in creating a coordinated program to optimize success of the full range of students with special needs.</p> <p>Takes leadership at the site/district and collaborates with resource personnel to ensure the smooth and effective implementation of referral processes.</p>
Evidence					

Standard	Standard 4: Planning Instruction and Designing Learning Experiences for All Students				
Element	4.1 Using knowledge of students' academic readiness, language proficiency, cultural background, and individual development to plan instruction				
Reflective Questions	<p>As teachers develop, they may ask, “How do I…” or “Why do I…”:</p> <ul style="list-style-type: none"> • Incorporate students' prior knowledge and experience in curriculum and instructional planning • Use knowledge of students' lives, their families, and their communities to inform planning of curriculum and instruction • Use knowledge of students' individual cognitive, social, emotional, and physical development to plan instruction and make appropriate adaptations to meet students' unique needs • Plan lessons and units that promote access to academic content standards for all students • Use knowledge of English learners' levels of language proficiency to plan instruction that supports their subject matter learning and academic language development • Use knowledge of students' diverse learning needs to plan instruction that supports their learning 				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Continuum of Implementation	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Teacher	Plans daily lessons using available curriculum and information from district and state required assessments. Is aware of the impact of bias on learning.	Plans single lessons or sequence of lessons using additional assessment information on student academic readiness, language, cultural background, and individual development. Becomes aware of potential areas of bias and seeks to learn about culturally responsive pedagogy.	Plans differentiated instruction based on knowledge of students' academic readiness, academic language, diverse cultural backgrounds, and individual cognitive, social, emotional, and physical development. Examines potential sources of bias and stereotyping when planning lessons. Uses culturally responsive pedagogy in planning.	Plans differentiated instruction which is based on broad knowledge of students while matching resources and specific strategies to students? diverse learning needs and cultural backgrounds. Planning addresses bias, stereotyping, and assumptions about cultures and members of cultures.	Plans differentiated instruction that provides systematic opportunities for supporting and extending student learning based on comprehensive information on students. Engages students in the analysis of bias, stereotyping, and assumptions.
Evidence					

Standard	Standard 4: Planning Instruction and Designing Learning Experiences for All Students				
Element	4.2 Establishing and articulating goals for student learning				
Reflective Questions	<p>As teachers develop, they may ask, “How do I…” or “Why do I…”:</p> <ul style="list-style-type: none"> • Build on the strengths, interests, and needs of all students to establish high expectations for learning • Establish long-term and short-term goals that are based on academic content standards and reflect students' strengths, interests, and needs • Determine learning goals that address all students' language abilities and diverse learning needs • Establish learning goals that address school, district, and community expectations • Work with students and families to establish learning goals • Develop goals that prepare students for successful transition to their next learning environment • Communicate clear, challenging, and achievable expectations for students 				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Continuum of Implementation	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Teacher	Establishes learning goals for single lessons to students based on content standards and available curriculum guidelines.	Establishes and shares learning goals for skill development with students in single lessons and sequence of lessons based on standards and curriculum.	Establishes and communicates clear learning goals to students that are accessible, challenging, and differentiated to address students' diverse learning needs.	Establishes and articulates comprehensive short- and long-term learning goals for students. Plans for students to articulate and monitor learning goals.	Establishes and articulates learning goals that are communicated clearly, referred to frequently, and utilized by students to monitor and advance their learning.
Evidence					

Standard	Standard 4: Planning Instruction and Designing Learning Experiences for All Students				
Element	4.3 Developing and sequencing long-term and short-term instructional plans to support student learning				
Reflective Questions	<p>As teachers develop, they may ask, “How do I…” or “Why do I…”:</p> <ul style="list-style-type: none"> • Design an instructional program that considers the long-term and the short-term • Use assessment results for long-term and short-term planning • Incorporate diverse subject matter perspectives in my planning • Select and sequence instructional strategies appropriate to the complexity of the lesson content and to student learning needs • Plan an instructional program that supports students' second language learning and diverse learning needs • Incorporate professional expertise and knowledge of students into a prescribed curriculum, pace, and district assessment calendar • Collaborate with colleagues to make instructional decisions • Design instruction so that students participate in setting and achieving their individual learning goals 				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Continuum of Implementation	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Teacher	Uses available curriculum guidelines for daily, short- and long-term plans.	Begins to plan curriculum units that include a series of connected lessons and are linked to long-term planning to support student learning.	Establishes short- and long-term curriculum plans for subject matter concepts and essential related academic language and formats that support student learning.	Refines sequence of long-term plans to reflect integration of curriculum guidelines, frameworks, and content standards with assessed instructional needs to ensure student learning.	Utilizes extensive knowledge of the curriculum, content standards, and assessed learning needs to design cohesive and comprehensive long- and short-term instructional plans that ensure high levels of learning.
Evidence					

Standard	Standard 4: Planning Instruction and Designing Learning Experiences for All Students				
Element	4.4 Planning instruction that incorporates appropriate strategies to meet the learning needs of all students				
Reflective Questions	<p>As teachers develop, they may ask, “How do I…” or “Why do I…”:</p> <ul style="list-style-type: none"> • Develop unit and lesson plans that build on and extend students' understanding of subject matter • Ensure that each instructional strategy is related to learning goals • Plan instruction to allow enough time for student learning, review, and assessment • Use knowledge of subject matter and students to plan and appropriately pace instructional activities within a lesson and over time • Check for understanding, prepare for adjustments, remediate or accelerate instruction, and individualize when appropriate • Address the ELD standards appropriately, based on English learners' levels of language acquisition • Address the IEP goals and objectives of students with special needs • Select materials, resources, and technologies to support the learning needs of English learners and students with special needs 				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Continuum of Implementation	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Teacher	<p>Plans instruction that incorporates strategies suggested by curriculum guidelines.</p> <p>Is aware of student content, learning, and language needs through data provided by the site and district.</p>	<p>Incorporates instructional strategies into ongoing planning address culturally responsive pedagogy, and students' diverse language, and learning needs.</p> <p>Considers strategies to provide support and challenge for students.</p> <p>Seeks to learn about students' diverse learning and language needs beyond basic data.</p>	<p>Plans differentiated instruction using strategies to address learning styles and meet students' assessed language and learning needs.</p> <p>Incorporates appropriate support and challenge for students.</p> <p>Uses assessments of students' learning and language needs to inform planning differentiated instruction.</p>	<p>Plans instruction using a wide range of strategies to address learning styles and meet students' assessed language and learning needs.</p> <p>Provides appropriate support and challenge for students.</p> <p>Integrates results from a broad range of assessments into planning to meet students' diverse learning and language needs.</p>	<p>Plans instruction incorporating a repertoire of strategies to specifically meet students' diverse language and learning needs and styles to advance learning for all.</p> <p>Facilitates opportunities for students to reflect on their learning and the impact of instructional strategies to meet their learning and language needs.</p>
Evidence					

Standard	Standard 4: Planning Instruction and Designing Learning Experiences for All Students				
Element	4.5 Adapting instructional plans and curricular materials to meet the assessed learning needs of all students				
Reflective Questions	<p>As teachers develop, they may ask, “How do I…” or “Why do I…”:</p> <ul style="list-style-type: none"> • Interact with colleagues to identify typically difficult concepts or skills for students in order to re-examine and strengthen plans for future lessons • Proactively prepare for appropriate adjustments based on assessment of student learning while teaching • Strengthen existing plans for students at identified levels of English proficiency • Strengthen existing plans for students with special needs • Reflect on successes and struggles and apply what has been learned about effective and ineffective strategies to existing plans for future lessons • Reflect on successes and struggles with the use of curriculum and apply what has been learned to existing plans for future lessons • Capture what has been learned during a particular lesson so that plans can be revisited in advance of teaching the lesson again 				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students’ performance inform your self-assessment?				
Continuum of Implementation	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Teacher	Implements lessons and uses materials from curriculum provided.	Begins to adapt plans and materials in single lessons or sequence of lessons to address students’ learning needs.	Makes adjustments and adaptations to differentiate instructional plans. Uses culturally responsive pedagogy and additional materials to support students’ diverse learning needs.	Makes ongoing adjustments to instructional plans and uses a variety of materials as the instructional need arises to support student learning.	Anticipates and plans for a wide range of adaptations to lessons based on in depth analysis of individual student needs. Engages with students to identify types of adjustments in instruction that best meet their learning needs.
Evidence					

Standard	Standard 5: Assessing Students for Learning				
Element	5.1 Applying knowledge of purposes, characteristics, and uses of different types of assessments				
Reflective Questions	<p>As teachers develop, they may ask, “How do I…” or “Why do I…”:</p> <ul style="list-style-type: none"> • Become knowledgeable of the different types of assessments--and their uses, benefits, and limitations--that are drawn to inform instruction • Select assessment strategies and instruments appropriate to the learning outcomes being evaluated • Use knowledge of assessment concepts such as validity, reliability, and bias to choose assessments appropriate to students • Design grading practices that draw on multiple sources of information and reflect student learning 				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students’ performance inform your self-assessment?				
Continuum of Implementation	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Teacher	Is aware of the purposes and characteristics of formative and summative assessments.	<p>Explores the use of different types of pre-assessment, formative and summative assessments.</p> <p>Begins to identify specific characteristics of assessments that yield different types of information about student preparedness, progress, and proficiency.</p>	<p>Decides on the purpose for assessment and skills to be assessed to select appropriately matched pre-, formative, and summative assessments.</p> <p>Selects assessments based on a clear understanding of the purposes and characteristics of assessments to support student learning.</p>	<p>Develops and adapts the range of appropriate assessments to address questions about students’ learning needs and progress.</p> <p>Integrates a variety of characteristics into assessments to allow students with a range of learning needs to demonstrate what they know.</p>	<p>Demonstrates purposeful use of a wide range of assessments to support differentiated student learning needs and reflect progress.</p> <p>Draws flexibly from a repertoire of appropriate assessment options and characteristics to maximize student demonstration of knowledge.</p>
Evidence					

Standard	Standard 5: Assessing Students for Learning				
Element	5.2 Collecting and analyzing assessment data from a variety of surces to inform instruction				
Reflective Questions	<p>As teachers develop, they may ask, “How do I…” or “Why do I…”:</p> <ul style="list-style-type: none"> • Keep a continuous and comprehensive record of group and individual achievement • Select, design, and use assessment tools appropriate to what is being assessed • Collect, select, and reflect upon evidence of student learning • Work with families to gather information about all students and their learning • Use standardized tests, diagnostic tools, and developmental assessments to understand student progress • Use a range of assessment strategies to implement and monitor individualized student learning goals (including IEP goals) • Assess student behavior to support learning • Interpret data based on how an assessment is scored and what results it reports 				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students’ performance inform your self-assessment?				
Continuum of Implementation	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Teacher	<p>Uses data from required assessments to assess student learning.</p> <p>Follows required processes for data analysis and draws conclusions about student learning.</p>	<p>Explores collecting additional data using supplemental assessments.</p> <p>Makes adjustments in planning for single lessons or sequence of lessons based on analysis of assessment data.</p>	<p>Collects a variety of formal and informal assessment data on student learning.</p> <p>Uses analysis of a variety of data to inform planning and differentiation of instruction.</p>	<p>Designs and integrates an assessment plan that provides formal and informal assessment data on student learning.</p> <p>Uses data analysis of a broad range of assessments to provide comprehensive information to guide planning and differentiation of instruction.</p>	<p>Infuses assessments strategically and systematically throughout instruction to collect ongoing assessment data appropriate for the range of learning needs.</p> <p>Uses results of ongoing data analysis to plan and differentiate instruction for maximum academic success.</p>
Evidence					

Standard	Standard 5: Assessing Students for Learning				
Element	5.3 Reviewing data, both individually and with colleagues, to monitor student learning				
Reflective Questions	<p>As teachers develop, they may ask, “How do I…” or “Why do I…”:</p> <ul style="list-style-type: none"> • Review student assessment data with colleagues • Use assessment results to monitor teaching and guide planning and instruction • Use assessment information to determine when and how to revisit content that has been taught • Use assessment data to eliminate gaps between students' potential and their performance • Use assessment results to plan instruction to support English learners • Use assessment results to plan instruction to support students' IEPs 				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Continuum of Implementation	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Teacher	Reviews and monitors available assessment data as required by site and district processes.	Reviews and monitors additional assessment data individually and with colleagues and identifies learning needs of individual students.	Reviews and monitors a variety of data on student learning individually and with colleagues to identify trends and patterns among groups of students.	Reviews and monitors a broad range of data individually and with colleagues to analyze student thinking and identify underlying causes for trends.	Facilitates collaborative work and fosters colleagues ability to identify and address underlying causes for achievement patterns and trends.
Evidence					

Standard	Standard 5: Assessing Students for Learning				
Element	5.4 Using assessment data to establish learning goals and to plan, differentiate, and modify instruction				
Reflective Questions	<p>As teachers develop, they may ask, “How do I…” or “Why do I…”:</p> <ul style="list-style-type: none"> • Draw upon assessment data to support development of learning goals • Review and revise learning goals with students over time • Ensure that student learning goals reflect key subject matter concepts, skills, and applications • Use informal assessments to adjust instruction while teaching • Use multiple sources of assessment to measure student progress and revise instructional plans • Work to differentiate goals and plans based on assessed needs of diverse learners • Address the specific needs of English learners and students with special needs as assessments are used to inform instruction 				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students’ performance inform your self-assessment?				
Continuum of Implementation	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Teacher	<p>Uses data from assessments provided by site and district to set learning goals for the class.</p> <p>Plans instruction using available curriculum guidelines.</p>	<p>Uses data from available assessments to establish content based learning goals for class and individual students in single lessons or sequence of lessons.</p> <p>Plans adjustments in instruction to address learning needs of individual students.</p>	<p>Uses a variety of assessment data to set student learning goals for content and academic language.</p> <p>Plans differentiated lessons and modifications to instruction to meet students’ diverse learning needs.</p>	<p>Integrates a broad range of data to set learning goals for content and academic language across content standards.</p> <p>Plans differentiated instruction targeted to meet individual and group learning needs.</p> <p>Modifies lessons during instruction based on informal assessments.</p>	<p>Reflects on data continuously to make ongoing refinements to learning goals for content and academic language for the full range of students.</p> <p>Uses data systematically to refine planning, differentiate instruction, and make ongoing adjustments to match the evolving learning needs of individuals and groups.</p>
Evidence					

Standard	Standard 5: Assessing Students for Learning				
Element	5.5 Involving all students in self-assessment, goal-setting, and monitoring progress				
Reflective Questions	<p>As teachers develop, they may ask, “How do I…” or “Why do I…”:</p> <ul style="list-style-type: none"> • Make assessment integral to the learning process • Make assessment an interactive process between teacher and student • Model self-assessment strategies for all students • Develop and use tools and guidelines that help all students assess their work and monitor their learning goals • Provide opportunities for all students to engage in peer discussion and reflection of their work • Provide opportunities for all students to demonstrate and reflect on their learning inside and outside of the classroom 				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students’ performance inform your self-assessment?				
Continuum of Implementation	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Teacher	<p>Informs students about lesson objectives, outcomes, and summative assessment results.</p> <p>Recognizes the need for individual learning goals. Monitors progress using available tools for recording.</p>	<p>Begins to encourage students to establish learning goals through single lessons or sequence of lessons that include goal setting exercises.</p> <p>Provides students with opportunities in single lessons or sequence of lessons to monitor their own progress toward class or individual goals.</p>	<p>Models and scaffolds student self-assessment and goal setting processes for learning content and academic language development.</p> <p>Guides students to monitor and reflect on progress on a regular basis.</p>	<p>Implements structures for students to self-assess and set learning goals related to content, academic language and individual skills.</p> <p>Integrates student self-assessment, goal setting, and monitoring progress across the curriculum.</p>	<p>Provides systematic opportunities for student self-assessment, goal setting, and monitoring progress.</p> <p>Develops students’ meta-cognitive skills for analyzing progress and refining goals towards high levels of academic achievement.</p>
Evidence					

Standard	Standard 5: Assessing Students for Learning				
Element	5.6 Using available technologies to assist in assessment, analysis, and communication of student learning				
Reflective Questions	<p>As teachers develop, they may ask, “How do I…” or “Why do I…”:</p> <ul style="list-style-type: none"> • Become familiar with and select technology resources that support assessment practices • Use technology to analyze student learning and inform instruction • Use appropriate technology resources to communicate students' learning to students and their families 				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Continuum of Implementation	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Teacher	Uses available technology to record assessments, determine proficiency levels, and make required communications about student learning.	Explores use of additional technologies to implement individual assessments, record results, and communicate with administration, colleagues, and families about student learning.	Uses technology to design and implement assessments, record and analyze results, and communicate about student learning with administration, colleagues, families, and students. Ensures that communications are received by those who lack access to technology.	Integrates a variety of technologies into the development, implementation, analysis of assessments, and communication of student learning to all audiences.	Uses a wide range of technologies to design, implement, and analyze assessments and provides for in depth and ongoing communication regarding student learning for all audiences.
Evidence					

Standard	Standard 5: Assessing Students for Learning				
Element	5.7 Using assessment information to share timely and comprehensive feedback with students and their families				
Reflective Questions	<p>As teachers develop, they may ask, “How do I…” or “Why do I…”:</p> <ul style="list-style-type: none"> • Provide all students with information about their progress as they engage in learning activities • Initiate regular and timely contact with families and resource providers about student progress • Communicate assessment results to families in ways that are respectful and understandable • Provide families with ways to use assessment information at home to improve student learning 				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students’ performance inform your self-assessment?				
Continuum of Implementation	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Teacher	<p>Provides students with feedback through assessed work and required summative assessments.</p> <p>Notifies families of student proficiencies, challenges, and behavior issues through school mandated procedures.</p>	<p>Provides students with additional feedback based on formative assessments from single lessons or sequence of lessons.</p> <p>Seeks to provide feedback in ways that students understand.</p> <p>Communicates with families about student progress, strengths, and needs at reporting periods.</p> <p>Contacts families as needs arise regarding struggling students or behavior issues.</p>	<p>Provides students with clear and timely information about strengths, needs, and strategies for improving academic achievement.</p> <p>Provides opportunities for comprehensible and timely two-way communications with families to share student assessments, progress, raise issues and/or concerns, and guide family support.</p>	<p>Integrates the ongoing sharing of clear and timely feedback to students from formal and informal assessments in ways that support increased learning.</p> <p>Communicates regularly with families to share a range of assessment information that is comprehensible and responsive to individual student and family needs.</p>	<p>Facilitates students’ leadership in seeking and using ongoing comprehensible feedback to accelerate their learning.</p> <p>Engages families in a variety of ongoing comprehensible communications about individual student progress and ways to provide and monitor support.</p>
Evidence					

Standard	Standard 6: Developing as a Professional Educator				
Element	6.1 Reflecting on teaching practice in support of student learning				
Reflective Questions	<p>As teachers develop, they may ask, “How do I…” or “Why do I…”:</p> <ul style="list-style-type: none"> • Assess growth as a teacher over time • Learn about teaching while observing and interacting with students • Reflect on instructional successes and dilemmas to move practice forward • Analyze teaching to understand what contributes to student learning • Formulate professional development plans that are based on reflection and analysis • Develop awareness of potential bias that might influence teaching or affect student learning 				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students’ performance inform your self-assessment?				
Continuum of Implementation	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Teacher	Is aware of the need to reflect on teaching practice to support student learning. Reflects individually or with colleagues on immediate student learning needs.	Begins to engage in reflection on teaching practice individually and with colleagues that is focused on methods to support the full range of learners.	Engages in reflection individually and with colleagues on the relationship between making adjustments in teaching practice and impact on the full range of learners.	Reflects individually and with colleagues on refinements in teaching practice and connections among the elements of the CSTP to positively impact the full range of learners.	Maintains ongoing reflective practice and action research in supporting student learning and raising the level of academic achievement. Engages in and fosters reflection among colleagues for school wide impact on student learning.
Evidence					

Standard	Standard 6: Developing as a Professional Educator				
Element	6.2 Establishing professional goals and engaging in continuous and purposeful professional growth and development				
Reflective Questions	<p>As teachers develop, they may ask, “How do I…” or “Why do I…”:</p> <ul style="list-style-type: none"> • Maintain an attitude of lifelong learning • Establish goals and seek out opportunities for professional growth and development • Ensure that professional goals are informed by appropriate resources such as the knowledge base for teaching, school and district priorities, colleagues, supervisors, mentors, and personal reflections • Use professional literature, district professional development, and other professional opportunities to increase understanding of teaching and learning • Learn more about professional roles and responsibilities • Continue to seek out and refine approaches that make the curriculum accessible to all students • Expand knowledge and effective application of new instructional methods and technologies 				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students’ performance inform your self-assessment?				
Continuum of Implementation	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Teacher	<p>Develops goals connected to the CSTP through required processes and local protocols. Attends required professional development.</p>	<p>Sets goals connected to the CSTP that take into account self-assessment of teaching practice.</p> <p>Expands knowledge and skills individually and with colleagues through available professional development.</p>	<p>Sets goals connected to the CSTP that are authentic, challenging, and based on self-assessment.</p> <p>Aligns personal goals with school and district goals, and focuses on improving student learning.</p> <p>Selects and engages in professional development based on needs identified in professional goals.</p>	<p>Sets and modifies authentic goals connected to the CSTP that are intellectually challenging and based on self-assessment and feedback from a variety of sources.</p> <p>Engages in and contributes to professional development targeted on student achievement.</p> <p>Pursues a variety of additional opportunities to learn professionally.</p>	<p>Sets and modifies a broad range of professional goals connected to the CSTP to improve instructional practice and impact student learning within and beyond the classroom.</p> <p>Engages in ongoing inquiry into teacher practice for professional development.</p> <p>Contributes to professional organizations, and development opportunities to extend own teaching practice.</p>
Evidence					

Standard	Standard 6: Developing as a Professional Educator				
Element	6.3 Collaborating with colleagues and the broader professional community to support teacher and student learning				
Reflective Questions	<p>As teachers develop, they may ask, “How do I…” or “Why do I…”:</p> <ul style="list-style-type: none"> • Collaborate with teachers, administrators, education specialists, paraeducators, and staff to ensure that all students' diverse learning needs, interests, and strengths are met • Remain receptive to the feedback of colleagues, mentors, and supervisors in support of teaching practice and student learning • Support school and district goals and priorities • Contribute to school-wide events, activities, and decision-making • Establish and maintain productive relationships with other school staff to become a visible and valued member of the school and district communities • Contribute to the learning of other educators • Benefit from and contribute to professional organizations to improve teaching • Benefit from and add to the knowledge base of the profession 				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Continuum of Implementation	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Teacher	Attends staff, grade level, department, and other required meetings and collaborations. Identifies student and teacher resources at the school and district level.	<p>Consults with colleagues to consider how best to support teacher and student learning.</p> <p>Begins to identify how to access student and teacher resources in the broader professional community.</p>	Collaborates with colleagues to improve student learning and reflect on teaching practice at the classroom level. Interacts with members of the broader professional community to access resources that support teacher effectiveness and student learning.	<p>Collaborates with colleagues to expand impact on teacher and student learning within grade or department and school and district levels.</p> <p>Engages with members of the broader professional community to access resources and a wide range of supports for teaching the full range of learners.</p>	<p>Facilitates collaboration with colleagues.</p> <p>Works to ensure the broadest positive impact possible on instructional practice and student achievement at school and district levels and for the profession.</p> <p>Initiates and develops professional learning opportunities with the broader professional community focused on student achieve</p>
Evidence					

Standard	Standard 6: Developing as a Professional Educator				
Element	6.4 Working with families to support student learning				
Reflective Questions	<p>As teachers develop, they may ask, “How do I…” or “Why do I…”:</p> <ul style="list-style-type: none"> • Value and respect students' families and appreciate their role in student learning • Develop an understanding of families' racial, cultural, linguistic, and socioeconomic backgrounds • Engage families as sources of knowledge about students' strengths, interests, and needs in support of their learning and personal growth and development • Present the educational program to all families in a thorough and comprehensible fashion • Provide opportunities for all families to participate in the classroom and school community 				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Continuum of Implementation	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Teacher	Is aware of the role of the family in student learning and the need for interactions with families.	<p>Acknowledges the importance of the family's role in student learning.</p> <p>Seeks information about cultural norms of families represented in the school. Welcomes family involvement at classroom/ school events.</p>	<p>Supports families to contribute to the classroom and school.</p> <p>Adjusts communications to families based on awareness of cultural norms and wide range of experiences with schools.</p>	<p>Provides opportunities and support for families to actively participate in the classroom and school.</p> <p>Communicates to families in ways which show understanding of and respect for cultural norms.</p>	<p>Structures a wide range of opportunities for families to contribute to the classroom and school community.</p> <p>Supports a school/ district environment in which families take leadership to improve student learning.</p>
Evidence					

Standard	Standard 6: Developing as a Professional Educator				
Element	6.5 Engaging local communities in support of the instructional program				
Reflective Questions	<p>As teachers develop, they may ask, “How do I…” or “Why do I…”:</p> <ul style="list-style-type: none"> • Increase understanding of the cultures and dynamics of students' communities • Value and respect the students' communities and appreciate the role of community in student learning • Promote collaboration between school and community • Identify and draw upon school, district, and local community social service resources to benefit students and their families • Seek out and use additional resources from the local community and businesses to support student learning • Provide students with community-based experiences that support their learning 				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Continuum of Implementation	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Teacher	<p>Develops awareness about local neighborhoods and communities surrounding the school.</p> <p>Uses available neighborhood and community resources in single lessons.</p>	<p>Seeks available neighborhood and community resources.</p> <p>Includes references or connections to communities in single lessons or sequence of lessons.</p>	<p>Uses a variety of neighborhood and community resources to support the curriculum.</p> <p>Includes knowledge of communities when designing and implementing instruction.</p>	<p>Utilizes a broad range of neighborhood and community resources to support the instructional program, students, families.</p> <p>Draws from understanding of community to improve and enrich the instructional program.</p>	<p>Collaborates with community members to increase instructional and learning opportunities for students.</p> <p>Engages students in leadership and service in the community.</p> <p>Incorporates community members into the school learning community.</p>
Evidence					

Standard	Standard 6: Developing as a Professional Educator				
Element	6.6 Managing professional responsibilities to maintain motivation and commitment to all students				
Reflective Questions	<p>As teachers develop, they may ask, “How do I…” or “Why do I…”:</p> <ul style="list-style-type: none"> • Challenge intellect and creativity throughout career • Find support and develop strategies to balance professional responsibilities with personal needs • Manage stress and maintain a positive attitude with students and colleagues • Address the complications and challenges of teaching • Identify sources of engagement and renewal in professional work 				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students’ performance inform your self-assessment?				
Continuum of Implementation	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Teacher	<p>Develops an understanding of professional responsibilities.</p> <p>Seeks to meet required commitments to students.</p>	<p>Maintains professional responsibilities in timely ways and seeks support as needed.</p> <p>Demonstrates commitment by exploring ways to address individual student needs.</p>	<p>Anticipates professional responsibilities and manages time and effort required to meet expectations.</p> <p>Pursues ways to support students' diverse learning needs and maintains belief in students' capacity for achievement.</p>	<p>Integrates the full range of professional responsibilities into advanced planning and prepares for situations that may be challenging.</p> <p>Maintains continual efforts to seek, develop, and refine new and creative methods to ensure individual student learning.</p>	<p>Models professionalism and supports colleagues in meeting and exceeding professional responsibilities effectively.</p> <p>Supports colleagues to maintain the motivation, resiliency, and energy to ensure that all students achieve.</p>
Evidence					

Standard	Standard 6: Developing as a Professional Educator				
Element	6.7 Demonstrating professional responsibility, integrity, and ethical conduct				
Reflective Questions	<p>As teachers develop, they may ask, “How do I…” or “Why do I…”:</p> <ul style="list-style-type: none"> • Remain informed of, understand, and uphold the professional codes, ethical responsibilities, and legal requirements applicable to the profession • Contribute to school and student success by being knowledgeable of learning goals, standards, and objectives established by relevant national, state, and local organizations and stakeholders • Meet professional obligations to implement school, district, state, and federal policies and guidelines • Extend knowledge about professional and legal responsibilities for students' learning, behavior, and safety • Maintain professional conduct and integrity in the classroom and school community • Interact appropriately with students and families outside the classroom • Demonstrate professional obligations to students, colleagues, school, and the profession 				
Evidence of Practice	Understanding that the levels become increasingly complex and sophisticated while integrating the skills of previous levels, what examples from your teaching practice and students' performance inform your self-assessment?				
Continuum of Implementation	Emerging (1)	Exploring (2)	Applying (3)	Integrating (4)	Innovating (5)
Teacher	<p>Follows all state education codes, legal requirements, district and site policies, contractual agreements, and ethical responsibilities.*</p> <p>*As follows:</p> <ul style="list-style-type: none"> • Takes responsibility for student academic learning outcomes. • Is aware of own personal values and biases and recognizes ways in which these values and biases affect the teaching and learning of students. • Adheres to legal and ethical obligations in teaching the full range of learners, including English learners and students with special needs. • Reports suspected cases of child abuse, and/or neglect as outlined in the California Child Abuse and Neglect Reporting Act. • Maintains a non-hostile classroom environment and carries out laws and district guidelines for reporting cases of sexual harassment. • Understands and implements school and district policies and state and federal law in responding to inappropriate or violent student behavior. • Complies with legal and professional obligations to protect the privacy, health, and safety of students, families, and other school professionals. • Models appropriate behavior for students, colleagues, and the profession. • Acts in accordance with ethical considerations for students. • Maintains professional conduct and integrity in the classroom and school community. 			<ul style="list-style-type: none"> • Maintains a high standard of personal integrity and commitment to student learning and the profession in all circumstances. • Contributes to building professional community and holding peers accountable to norms of respectful treatment and communication. • Contributes to fostering a school culture with a high degree of resilience, professional integrity, and ethical conduct. 	
Evidence					