



SAN MARINO UNIFIED SCHOOL DISTRICT PLAN FOR PROFESSIONAL GROWTH PART I

Standards

- I. Engages all students in the learning process
- II. Creates and maintains an effective environment for student learning
- III. Understands and organizes content knowledge for student learning
- IV. Plans instruction and designs effective learning experiences for all students
- V. Assesses student learning to determine instruction
- VI. Develops as a professional educator
- VII. Fulfills professional responsibilities

NAME _____ SCHOOL _____

POSITION _____ DATE _____

SCHOOL YEAR _____ GRADE LEVEL _____ SUBJECT(S) TAUGHT _____

STANDARD # FOR GOAL(S) _____

(Teacher and Administrator shall mutually agree upon 1 or 2 goals that specifically relate to student success)

Goals: Based upon standards/curriculum/course content

Strategies:

I will use the following techniques, strategies and procedures to help in my students' success:

Assessment:

How will I assess and measure my students' success?

Signature of Evaluator _____ Date _____ Signature of Evaluatee _____ Date _____



**SAN MARINO UNIFIED SCHOOL DISTRICT
PLAN FOR PROFESSIONAL GROWTH
PART II**

Standards

- I. Engages all students in the learning process
- II. Creates and maintains an effective environment for student learning
- III. Understands and organizes content knowledge for student learning
- IV. Plans instruction and designs effective learning experiences for all students
- V. Assesses student learning to determine instruction
- VI. Develops as a professional educator
- VII. Fulfills professional responsibilities

Actual Results: Explain data, achievement, or progress made toward intended outcome(s)

In my pursuit of continued professional growth I . . .

Signature of Evaluator _____ Date _____ Signature of Evaluatee _____ Date _____



SAN MARINO UNIFIED SCHOOL DISTRICT
OBSERVATION RECORD

NAME: _____

DATE: _____

SCHOOL: _____

GRADE: _____

SUBJECT: _____

TIME/PERIOD: _____

EVALUATOR: _____

Evaluator shall mark a "1" or "2" in each box. (1) meets standards (2) does not meet standards. An unmarked box indicates it was not observed.

Part I- classroom observation standards

I. ENGAGES ALL STUDENTS IN THE LEARNING PROCESS

- Uses students' prior knowledge to focus and engage learners [1.1]
- Identifies and addresses the varying abilities and needs of each student [1.2]
- Supports student autonomy and monitors student choices during the learning experience. [1.3]
- Encourages students to extend their thinking [1.4]
- Fosters student directed learning [1.5]
- Guides and coaches students in the learning process [1.2]
- Makes learning goals and instructional procedures clear to all students [1.5]
- Makes content and processes comprehensible and meaningful to all students [1.2]
- Other (see additional observation record notes)

Commendations/Suggestions

II. CREATES AND MAINTAINS AN EFFECTIVE ENVIRONMENT FOR STUDENT LEARNING

- Organizes the physical environment to support teaching and learning [2.1]
- Establishes a climate that promotes fairness, respect, and access to learning [2.2]
- Promotes social development and group responsibility [2.3]
- Establishes and maintains standards for student behavior [2.4]
- Plans and implements classroom procedures and routines [2.5]
- Uses instructional time effectively [2.6]
- Establishes and maintains rapport with students [2.6]
- Establishes a safe environment for students [2.1]
- Other (see additional observation record notes)

Commendations/Suggestions

III. UNDERSTANDS AND ORGANIZES CONTENT KNOWLEDGE FOR STUDENT LEARNING

- Demonstrates knowledge of subject matter content [3.1]
- Demonstrates understanding of key subject matter concepts and their interrelationships for students [3.1]
- Adheres to district curriculum and course outlines [3.2]
- Integrates ideas and information across disciplines [3.3]
- Uses appropriate instructional strategies, materials, resources and technology to make subject matter accessible to students [3.4/3.5]
- Other (see additional observation record notes)

Commendations/Suggestions

Signature of Evaluator _____

Date _____

Signature of Evaluatee _____

Date _____

Improvement Plan Attached

IV. PLANS INSTRUCTION AND DESIGNS EFFECTIVE LEARNING EXPERIENCES FOR ALL STUDENTS

- Demonstrates understanding of students' developmental learning needs [4.1]
- Uses knowledge of student background, ability, and experience to plan instruction [4.1]
- Establishes and articulates challenging learning goals for all students [4.2]
- Designs lessons with clear goals and logical transitions [4.3]
- Demonstrates an understanding of the connection between past and future learning experiences [4.4]
- Designs instructional plans to meet student needs and interests [4.5]
- Draws upon student diversity in planning instruction [4.1]
- Other (see additional observation record notes)

Commendations/Suggestions

V. ASSESSES STUDENT LEARNING TO DETERMINE INSTRUCTION

- Establishes appropriate learning expectations for all students [5.1]
- Collects and uses multiple sources of information about students and their work [5.2]
- Involves students in assessing their own work [5.3]
- Uses results of assessments to plan for future instruction [5.4]
- Uses a variety of ongoing assessments to monitor learning and adjust instruction [5.4]
- Communicates with students, parents, staff and other audiences about student progress [5.5]
- Other (see additional observation record notes)

Commendations/Suggestions

Part II- Professional Goals and Responsibilities

VI. DEVELOPS AS A PROFESSIONAL EDUCATOR

- Reflects on teaching and learning [6.1]
- Actively pursues opportunities to contribute and grow professionally [6.2]
- Involves families and community members in student learning [6.3/6.4]
- Works with colleagues to improve teaching and learning [6.5]
- Models life-long learning by keeping current on latest research and advancement in education [6.2]
- Other (see additional observation record notes)

Commendations/Suggestions

VII. FULFILLS PROFESSIONAL RESPONSIBILITIES

- Maintains records and/or reports
- Adheres to timelines in all areas of responsibility
- Supervises students outside of classroom, as assigned
- Attends required meetings
- Works effectively and cooperatively with others
- Utilizes effective communication
- Adheres to assigned work schedule
- Maintains professional demeanor and appearance
- Fulfills duties as assigned, and as noted in the collective bargaining agreement
- Other (see additional observation record notes)

Commendations/Suggestions



SAN MARINO UNIFIED SCHOOL DISTRICT

Summary Evaluation

Name _____ Date _____ Position _____

School _____ Status _____ Subject(s) Taught _____

Evaluation Scale: (1) Meets Standards (2) Does Not Meet Standards

I. Engages all students in the learning process

Makes learning goals and instructional procedures clear to all students; makes content and processes comprehensible and meaningful to all students; identifies and addresses the varying abilities and needs of each student; encourages students to extend their thinking; fosters student-directed learning; guides and coaches students in the learning process; uses students' prior knowledge to focus and engage learners; supports student autonomy and monitors student choices during the learning experience.

1 2

II. Creates and maintains an effective environment for student learning

Organizes the physical environment to support teaching and learning; plans and implements classroom procedures and routines; establishes and maintains standards for student behavior; establishes a climate that promotes fairness, respect, and access to learning; promotes social development and group responsibility; establishes and maintains rapport with students; establishes a safe environment for students; uses instructional time effectively.

III. Understands and organizes content knowledge for student learning

Adheres to district curriculum and course outlines; demonstrates knowledge of subject matter content; demonstrates understanding of key subject matter concepts and their interrelationships for students; uses appropriate instructional strategies, materials, resources, and technology to make subject matter accessible to students; integrates ideas and information across disciplines.

IV. Plans instruction and designs effective learning experiences for all students

Establishes and articulates challenging learning goals for all students; demonstrates understanding of students' developmental learning needs; uses knowledge of student background, ability, and experience to plan instruction; draws upon student diversity in planning instruction; designs instructional plans to meet student needs and interests; demonstrates an understanding of the connection between past and future learning experiences; designs lessons with clear goals and logical transitions.

V. Assesses student learning to determine instruction

Establishes appropriate learning expectations for all students; collects and uses multiple sources of information about students and their work; involves students in assessing their own work; communicates with students, parents, staff, and other audiences about student progress; uses results of assessments to plan for future instruction; uses a variety of ongoing assessments to monitor learning and adjust instruction.

VI. Develops as a professional educator

Reflects on teaching and learning; involves families and community members in student learning; works with colleagues to improve teaching and learning; actively pursues opportunities to contribute and grow professionally; models life-long learning by keeping current on latest research and advancement in education.

VII. Fulfills professional responsibilities

Maintains records and/or reports; adheres to timelines in all areas of responsibility; supervises students outside of classroom, as assigned; attends required meetings; works effectively and cooperatively with others; utilizes effective communication; adheres to assigned work schedule; maintains professional demeanor and appearance; fulfills duties as assigned, and as noted in the collective bargaining agreement.

Signature of Evaluator _____

Date _____

Signature of Evaluatee _____

Date _____

San Marino Unified School District
Summary Evaluation

Name _____

Overall Assessment:

Meets Standards

Does Not Meet Standards

Commendations:

Recommendations for continued professional growth and development:

Signature of Evaluator

Date

Signature of Evaluatee

Date

Signature of Principal

Date

Signature of Evaluatee does not constitute an endorsement of the evaluation. The Evaluatee has the right to append this evaluation with a written statement.



SAN MARINO UNIFIED SCHOOL DISTRICT ADDITIONAL OBSERVATION RECORD NOTES

NAME _____ SCHOOL _____

POSITION _____

DATE OF OBSERVATION _____

- I. Creates and maintains an effective environment for student learning
- II. Understands and organizes content knowledge for student learning
- III. Engages all students in the learning process
- IV. Plans instruction and designs effective learning experiences for all students
- V. Assesses student learning to determine instruction
- VI. Develops as a professional educator
- VII. Fulfills professional responsibilities

Classroom Observation Notes

Signature of Evaluator _____ Date _____ Signature of Evaluatee _____ Date _____

Signature of evaluatee does not constitute endorsement of the above comments by the evaluator. The Evaluatee has the right to append this evaluation with a written statement

**San Marino Unified School District
Informal Observation Notes**

Standards

- I. Engages all students in the learning process
- II. Creates and maintains an effective environment for student learning
- III. Understands and organizes content knowledge for student learning
- IV. Plans instruction and designs effective learning experiences for all students
- V. Assesses student learning to determine instruction
- VI. Develops as a professional educator
- VII. Fulfills professional responsibilities

EVALUATEE'S NAME: _____

EVALUATOR: _____

DATE: _____



San Marino Unified School District
Improvement Plan

NAME _____

STATUS _____

SUBJECT(S) TAUGHT _____

SCHOOL _____

POSITION _____

GRADE LEVEL _____

This form is to be used when the certificated employee's **Observation Record** indicates *Improvement Plan Attached* and/or **Summary Evaluation** indicates *Does Not Meet Standards*. This report must include recommendations made to the employee and assistance to be provided to the employee.

Standards

- I. Engages all students in the learning process
- II. Creates and maintains an effective environment for student learning
- III. Understands and organizes content knowledge for student learning
- IV. Plans instruction and designs effective learning experiences for all students
- V. Assesses student learning to determine instruction
- VI. Develops as a professional educator
- VII. Fulfills professional responsibilities

Standard#(s)

Area(s) of concern:

Specific recommendations for improvement:

Assistance to be provided/techniques for measurement and monitoring of improvement:

Follow-up meeting dates to monitor progress:

Date(s) for achieving specified improvement:

Signature of Evaluator _____ Date _____ Signature of Evaluatee _____ Date _____

Signature of Evaluatee does not constitute an endorsement of the evaluation. The Evaluatee has the right to append this evaluation with a written statement.

Standard for engaging and supporting all students in learning

Teachers build on students' prior knowledge, life experience, and interests to achieve learning goals for all students. Teachers use a variety of instructional strategies and resources that respond to students' diverse needs. Teachers facilitate challenging learning experiences for all students in environments that promote autonomy, interaction, and choice. Teachers actively engage ALL students in problem solving and critical thinking within and across subject matter areas. Concepts and skills are taught in ways that encourage students to apply them in real-life contexts that make subject matter meaningful. Teachers assist all students to become self-directed learners who are able to demonstrate, articulate, and evaluate what they learn.

Standard for developing as a professional educator

Teachers reflect on their teaching practice and actively engage in planning their professional development. Teachers establish professional learning goals, pursue opportunities to develop professional knowledge and skill, and participate in the extended professional community. Teachers learn about and work with local communities to improve their professional practice. Teachers communicate effectively with families and involve them in student learning and the school community. Teachers contribute to school activities, promote common school goals and improve professional practice by working collegially with all school staff. Teachers balance professional responsibilities and maintain motivation and commitment to all students.

Standard for assessing student learning

Teachers establish and clearly communicate learning goals for all students. Teachers collect information about student performance from a variety of sources. Teachers involve all students in assessing their own learning. Teachers use information from a variety of ongoing assessments to plan and adjust learning opportunities that promote academic achievement and personal growth for ALL students. Teachers exchange information about student learning with students, families, and support personnel in ways that improve understanding and encourage academic progress.

Standard for creating and maintaining effective environments for student learning

Teachers create physical environments that engage ALL students in purposeful learning activities, and encourage constructive interactions among students. Teachers maintain safe learning environments in which all students are treated fairly and respectfully as they assume responsibility for themselves and one another. Teachers encourage all students to participate in making decisions and in working independently and collaboratively. Expectations for student behavior are established early, clearly understood, and consistently maintained. Teachers make effective use of instructional time as they implement class procedures and routines.

Standard for understanding and organizing subject matter for student learning

Teachers exhibit strong working knowledge of subject matter and student development. Teachers organize curriculum to facilitate students' understanding of the central themes, concepts, and skills in the subject area. Teachers interrelate ideas and information within and across curricular areas to extend students' understanding. Teachers use their knowledge of student development, subject matter, instructional resources and teaching strategies to make subject matter accessible to all students.

Standard for planning instruction and designing learning experiences for all students

Teachers plan instruction that draws on and values students' backgrounds, prior knowledge, and interests. Teachers establish challenging learning goals for all students based on student experience, language, development, and home and school expectations. Teachers sequence curriculum and design long-term and short-range plans that incorporate subject matter knowledge, reflect grade level curriculum expectations, and include a repertoire of instructional strategies. Teachers sequence curriculum and use instructional activities that promote learning goals and connect with student experiences and interests. Teachers modify and adjust instructional plans according to student engagement and achievement.



Connecting students' prior knowledge, life experience, and interests with learning goals.

As teachers develop, they may ask, "How do I..." or "Why do I..."

- help students to see the connections between what they already know and the subject matter?
- help students connect classroom learning to their life experiences and cultural understanding?
- 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?
- make "on the spot" changes in my teaching based on students' interests and questions?

Using a variety of instructional strategies and resources to respond to students' diverse needs

As teachers develop, they may ask, "How do I..." or "Why do I..."

- engage students in a variety of learning experiences to address the different ways they learn?
- use a variety of strategies to introduce, explain, and restate subject matter concepts and processes so that ALL students understand?
- choose strategies that make the complexity and depth of subject matter understandable to all students, including second language learners?
- vary my instructional strategies to increase students' active participation in learning?
- ask questions or facilitate discussion to clarify or extend students' thinking?
- make use of unexpected events to augment student learning?
- recognize when a lesson is falling apart and what do I do about it?

Promoting self-directed, reflective learning for all students

As teachers develop, they may ask, "How do I..." or "Why do I..."

- motivate students to initiate their own learning and to strive for challenging learning goals?
- encourage all students to describe their own learning processes and progress?
- explain clear learning goals for all students of each activity or lesson?
- engage all students in opportunities to examine and evaluate their own work and to learn from the work of their peers?
- help all students to develop and use strategies for knowing about, reflecting on, and monitoring their own learning?
- help all students to develop and use strategies for accessing knowledge and information?

Standard for Engaging and Supporting All Students in Learning

Teachers build on students' prior knowledge, life experience, and interests to achieve learning goals for all students. Teachers use a variety of instructional strategies and resources that respond to students' diverse needs. Teachers facilitate challenging learning experiences for all students in environments that promote autonomy, interaction, and choice. Teachers actively engage all students in problem solving and critical thinking within and across subject matter areas.

Concepts and skills are taught in ways that encourage students to apply them in real-life contexts that make subject matter meaningful. Teachers assist all students to become self-directed learners who are able to demonstrate, articulate, and evaluate what they learn.

Facilitating learning experiences that promote autonomy, interaction, and choice.

As teachers develop, they may ask, "How do I..." or "Why do I..."

- use the classroom environment to provide opportunities for independent and collaborative learning?
- participate in and promote positive interactions between all students?
- support and monitor student autonomy and choice during learning experiences?
- support and monitor student collaboration during learning activities?
- help students make decisions about managing time and materials during learning activities?

Engaging students in problem solving, critical thinking, and other activities that make subject matter meaningful.

As teachers develop, they may ask, "How do I..." or "Why do I..."

- provide opportunities for students to think, discuss, interact, reflect and evaluate content?
- help students to learn, practice, internalize, and apply subject-specific, learning strategies and procedures?
- support all students in critically investigating subject matter concepts and questions?
- engage all students in problem solving activities and encourage multiple approaches and solutions?
- encourage all students to ask critical questions and consider diverse perspectives about subject matter?
- provide opportunities for students to learn and practice skills in meaningful contexts?
- help students to analyze and draw valid conclusions about content being learned?

Creating a physical environment that engages all students.

As teachers develop, they may ask, "How do I..." or "Why do I..."

- arrange the room to facilitate positive classroom interactions?
- arrange and adapt classroom seating to accommodate individual and group learning needs?
- manage student and teacher access to materials, technology, and resources to promote learning?
- create a classroom environment that reflects and promotes student learning?
- make the classroom environment safe and accessible for all students?

Establishing a climate that promotes fairness and respect.

As teachers develop, they may ask, "How do I..." or "Why do I..."

- help all students become respectful of others who may be different from them?
- model and promote fairness, equity, and respect in the classroom?
- encourage, support, and recognize the achievements and contributions of all students?
- encourage students to take risks and be creative?
- understand and respond to inappropriate behaviors in a fair, equitable way?

Using instructional time effectively.

As teachers develop, they may ask, "How do I..." or "Why do I..."

- structure time with students to support their learning?
- help students move from one instructional activity to the next?
- pace and adjust instructional time so that students remain engaged?
- redirect student behavior in the most productive and time effective way?
- ensure that adequate time is provided for students to complete learning activities?
- provide time for students to reflect on their learning and process of instruction?
- structure time for day to day managerial and administrative tasks?

Standard for Creating and Maintaining Effective Environments for Student Learning

Teachers create physical environments that engage all students in purposeful learning activities and encourage constructive interactions among students. Teachers maintain safe learning environments in which all students are treated fairly and respectfully as they assume responsibility for themselves and one another. Teachers encourage all students to participate in making decisions and in working independently and collaboratively. Expectations for student behavior are established early, clearly understood, and consistently maintained. Teachers make effective use of instructional time as they implement class procedures and routines.

Promoting social development and responsibility.

As teachers develop, they may ask, "How do I..." or "Why do I..."

- help all students accept and respect different experiences, ideas, backgrounds, feelings, and points of view?
- group students to promote social development and learning?
- facilitate the development of each student's self esteem?
- create opportunities for students to communicate and work with one another?
- teach leadership skills and provide opportunities for all students to use them?
- use classroom rules to support all students in assuming responsibility for themselves and one another?
- create opportunities for all students to become self-directed learners?

Planning and implementing classroom procedures and routines that support student learning.

As teachers develop, they may ask, "How do I..." or "Why do I..."

- develop a daily schedule, timelines, classroom routines, and classroom rules?
- involve all students in the development of classroom procedures and routines?
- support students to internalize classroom rules, routines, and procedures to become self-directed learners?
- develop classroom procedures and routines that promote and maintain a climate of fairness and respect?
- make decisions about modifying procedures and rules to support student learning?

Establishing and maintaining standards for student behavior.

As teachers develop, they may ask, "How do I..." or "Why do I..."

- understand the reasons for student behavior?
- establish and consistently maintain standards for behavior that reflect my students' developmental and personal needs?
- intervene when student behavior does not meet agreed-upon classroom standards?
- facilitate student participation in classroom decision-making?
- help all students learn to solve problems and resolve conflicts?
- support students as they develop responsibility for their own behavior?
- work collaboratively with families to maintain standards for student behavior?

Demonstrating knowledge of subject matter content and student development.

As teachers develop, they may ask, "How do I..." or "Why do I..."

- identify and understand the key concepts and underlying themes and relationships in the subject area(s) to be taught?
- ensure that my knowledge of the subject matter incorporates different perspectives?
- continue to keep my subject matter knowledge current?
- ensure that my subject matter knowledge is sufficient to support student learning?
- build understanding of my students' cognitive and linguistic development?
- build understanding of my students' social, emotional, and physical development?

Using materials, resources, and technologies to make subject matter accessible to students.

As teachers develop, they may ask, "How do I..." or "Why do I..."

- use subject matter resources, materials, and technologies to organize the curriculum?
- select and use instructional materials and resources that promote students' understanding of subject matter?
- select and use learning materials and resources that reflect the diversity in my classroom?
- use technologies to convey key concepts in the subject matter area?
- help all students gain access to useful materials, resources, and technologies to support their learning of subject matter?

Organizing curriculum to support student understanding of subject matter.

As teachers develop, they may ask, "How do I..." or "Why do I..."

- use my knowledge of development to organize and sequence the curriculum to increase student understanding?
- use my subject matter knowledge to organize and sequence the curriculum to increase student understanding?
- use my knowledge of the subject to plan units and instructional activities that demonstrate key concepts and their interrelationships?
- organize subject matter effectively to reveal and value different cultural perspectives?

Standard for Understanding and Organizing Subject Matter for Student Learning

Teachers exhibit strong working knowledge of subject matter and student development. Teachers organize curriculum to facilitate students' understanding of the central themes, concepts, and skills in the subject area.

Teachers interrelate ideas and information within and across curricular areas to extend students' understanding. Teachers use their knowledge of student development, subject matter, instructional resources, and teaching strategies to make subject matter accessible to all students.

Interrelating ideas and information within and across subject matter areas.

As teachers develop, they may ask, "How do I..." or "Why do I..."

- identify and integrate key concepts and relationships across subject matter areas?
- help all students to relate subject matter concepts to previous lessons and their own lives?
- help all students to see the relationships and connections across subject matter areas?
- help all students to apply learning from different curricular areas to solve problems?
- develop units and lessons that highlight themes within and across subject matter areas?

Developing student understanding through instructional strategies that are appropriate to the subject matter.

As teachers develop, they may ask, "How do I..." or "Why do I..."

- develop and use a repertoire of instructional strategies that are well suited to teaching a particular subject matter?
- use my knowledge of subject matter to help students construct their own knowledge?
- challenge all students to think critically in each subject area?
- build on student life experience, prior knowledge, and interests to make the content relevant and meaningful to them?
- use a variety of instructional strategies and approaches to illustrate a concept and its connections within and across subject areas?
- help all students develop enthusiasm for and a deep knowledge of the subject matter?

Drawing on and valuing students' backgrounds, interests, and developmental learning needs

As teachers develop, they may ask, "How do I..." or "Why do I..."

- incorporate students' knowledge and experience in my curriculum and instructional planning?
- use knowledge about students' lives and their families and communities to inform my planning of curriculum and instruction?
- recognize and incorporate student diversity as an integral part of my planning?
- plan lessons and units that promote access to academic content for all students?
- design lessons that promote subject matter knowledge and language development for second language learners?
- use what I know about cognitive and linguistic development to plan instruction that supports student learning?

Modifying instructional plans to adjust for student needs

As teachers develop, they may ask, "How do I..." or "Why do I..."

- adjust the lesson plan to make content relevant and accessible to each student?
- revise plans based on formal and informal student assessment?
- adjust my plans to allow enough time for student learning?
- modify my plans to ensure opportunities for all students to learn and synthesize information?
- reflect on my teaching to inform short-term and long-term planning?

Establishing and articulating goals for student learning.

As teachers develop, they may ask, "How do I..." or "Why do I..."

- establish short-term and long-term goals for student learning?
- ensure that each instructional activity is related to learning goals?
- build on the strengths, interests, and needs of all students to establish high expectations for learning?
- establish learning goals that address all students' language, experience, and home and school expectations?
 - design instructional activities so that all students participate in setting and achieving learning goals?
 - ensure that goals for student learning promote critical thinking and problem solving?

Standard for Planning Instruction and Designing Learning Experiences for All Students

Teachers plan instruction that draws on and values students' backgrounds, prior knowledge, and interests. Teachers establish challenging learning goals for all students based on student experience, language, development, and home and school expectations. Teachers sequence curriculum and design long-term and short-range plans that incorporate subject matter knowledge, reflect grade-level curriculum expectations, and include a repertoire of instructional strategies. Teachers use instructional activities that promote learning goals and connect with student experiences and interests. Teachers modify and adjust instructional plans according to student engagement and achievement.

Developing and sequencing instructional activities and materials for student learning.

As teachers develop, they may ask, "How do I..." or "Why do I..."

- sequence subject matter concepts to support student learning?
- use formal and informal student assessment in short-term and long-term planning?
- plan to use instructional strategies appropriate to the complexity of the lesson content and student learning needs?
 - select and sequence curriculum to promote understanding and critical thinking for all students?
 - sequence instruction to help students see relationships and connections across subject matter areas?
 - choose and adapt instructional materials to make subject matter relevant to students' experience and interests?
 - develop and sequence instruction that supports students' second language learning and subject matter knowledge?

Designing short-term and long-term plans to foster student learning.

As teachers develop, they may ask, "How do I..." or "Why do I..."

- develop short-term and long-term plans that build on and extend students' understanding of subject matter?
- make decisions about organizing curriculum to allow enough time for student learning, review, and assessment?
- think ahead toward long-term goals for student learning?
- use my knowledge of subject matter and my students to plan and pace instructional activities over time?
- plan to ensure access to challenging, diverse, academic content for all students?
- provide opportunities for all students to learn at their own pace in my daily, weekly, and unit plans?
- incorporate diverse subject matter perspectives in my planning?

Establishing and communicating learning goals for all students

As teachers develop, they may ask, "How do I..." or "Why do I..."

- use subject matter standards from district, state, and other sources to guide how I establish learning goals for each student?
- involve all students and families in establishing goals for learning?
- review and revise learning goals with every student over time?
- ensure that student learning goals reflect the key subject matter concepts, skills, and applications?
- ensure that goals for learning are appropriate to my students' development, language acquisition, or other special needs?
- ensure that my grading system reflects goals for student learning?
- work with other educators to establish learning goals and assessment tools that promote student learning?

Collecting and using multiple sources of information to assess student learning.

As teachers develop, they may ask, "How do I..." or "Why do I..."

- use a variety of assessments to determine what students know and are able to do?
- select, design, and use assessment tools appropriate to what is being assessed?
- know that the assessment tools I use are matched to and support my goals for student learning?
- collect, select, and reflect upon evidence of student learning?
- work with families to gather information about all students and their learning?
- ensure that my grades are based on multiple sources of information?
- assess my students to support student learning goals, district standards, and family expectations?
- use standardized test, 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)?

Involving and guiding all students in assessing their own learning.

As teachers develop, they may ask, "How do I..." or "Why do I..."

- make assessment integral to the learning process?
- model assessment strategies for all students?
- develop and use tools and guidelines that help all students assess their own work?
- help all students to build their skills in self-reflection?
- provide opportunities for all students to engage in peer discussion of their work?

Standard for Assessing Student Learning

Teachers establish and clearly communicate learning goals for all students. Teachers collect information about student performance from a variety of sources. Teachers involve all students in assessing their own learning. Teachers use information from a variety of ongoing assessments to plan and adjust learning opportunities that promote academic achievement and personal growth for all students. Teachers exchange information about student learning with students, families, and support personnel in ways that improve understanding and encourage further academic progress.

- help all students to understand and monitor their own learning goals?
- provide opportunities for all students to demonstrate and reflect on their learning inside and outside of the classroom?

Using the results of assessments to guide instruction.

As teachers develop, they may ask, "How do I..." or "Why do I..."

- use assessment to guide my planning?
- use informal assessments of student learning to adjust instruction while teaching?
- use assessment data to plan more effective ways of teaching subject matter concepts and processes?
- use assessment information to determine when and how to revisit content that has been taught?
- use assessment data to meet students' individual needs?
- use assessment results to plan instruction to support students' individual educational plans (IEP)?

Communicating with students, families, and other audiences about student progress.

As teachers develop, they may ask, "How do I..." or "Why do I..."

- provide all students with information about their progress as they engage in learning activities?
- provide opportunities for all students to share their progress with others?
- communicate learning goals to all students and their families?
- initiate and maintain regular contact with families and resource providers about student progress?
- communicate the results of assessments with my students and their families?
- involve families as partners in the assessment process?

Reflecting on teaching practice and planning professional development.

As teachers develop, they may ask, "How do I..." or "Why do I..."

- assess my growth as a teacher over time?
- learn about teaching as I observe and interact with my students?
- reflect on my instructional successes and dilemmas to move my practice forward?
- analyze my teaching to understand what contributes to student learning?
- formulate professional development plans that are based on my reflection and analysis?

Establishing professional goals and pursuing opportunities to grow professionally.

As teachers develop, they may ask, "How do I..." or "Why do I..."

- learn more about my own professional roles and responsibilities?
- establish goals and seek out opportunities for professional growth and development?
- use professional literature, school district, and other professional development opportunities to increase my understanding of teaching and learning?
- continue to seek out and refine approaches that make the curriculum accessible to every student?
- expand my knowledge of new instructional methods and technologies?
- benefit from and contribute to professional organizations to improve my teaching?

Working with communities to improve professional practice.

As teachers develop, they may ask, "How do I..." or "Why do I..."

- value and respect the student's community and appreciate its role in student learning?
- increase my understanding of the cultures and dynamics of my students' communities?
- promote collaboration between school and community?
- identify and use school, district, and local community social service resources to benefit students and their families?
- seek out and use resources from the local community and businesses to support student learning?
- provide my students with community-based experiences that support their learning?
- interact with students in activities outside the classroom?

Working with families to improve professional practice.

As teachers develop, they may ask, "How do I..." or "Why do I..."

- 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' linguistic and social backgrounds?
- promote positive dialogue and interactions with all families and respond to their concerns about student progress?
- ensure that communication with all students and their families is understood?

Standard for Developing as a Professional Educator

Teachers reflect on their teaching practice and actively engage in planning their professional learning goals, pursue opportunities to develop professional knowledge and skill, and participate in the extended professional communities to improve their professional practice. Teachers communicate effectively with families and involve them in student learning and the school community. Teachers contribute to school activities, promote school goals, and improve professional practice by working collegially with all school staff. Teachers balance professional responsibilities and maintain motivation and commitment to all students.

Working with colleagues to improve professional practice.

As teachers develop, they may ask, "How do I..." or "Why do I..."

- provide opportunities for all families to participate in the classroom and school community?
- present the educational program to all families?
- create opportunities to collaborate with my colleagues?
- collaborate with teachers, administrators, education specialists, and paraprofessionals to ensure that all students' diverse learning needs are met?
- engage in thoughtful dialogue and reflection with colleagues to solve teaching-related problems?
- participate in making and implementing school-wide decisions?
- contribute to school-wide events and learning activities?
- establish and maintain relationships with other school staff to become a visible and valued member of the school community?
- use observations of colleagues to improve my teaching?
- prevent and resolve personal and professional conflicts with colleagues?
- contribute to the learning of other educators?

Balancing professional responsibilities and maintaining motivation.

As teachers develop, they may ask, "How do I..." or "Why do I..."

- reduce stress and maintain a positive attitude with students and colleagues?
- challenge myself intellectually and creatively throughout my career?
- deal with the isolation of teaching?
- find support to balance professional responsibilities with my personal needs?
- demonstrate professional conduct and integrity in the classroom and school community?
- extend my knowledge about my professional and legal responsibilities for students' learning, behavior and safety?