

Developing as a Professional Educator

	Beginning	Emerging	Applying	Integrating	Innovating
Reflecting on teaching practice and planning professional development	Reflects on elements of teaching (e.g., pacing, procedures, discipline, movement, materials, etc.).	Reflects on instructional successes and dilemmas. Plans professional development to add to instructional strategies and knowledge of student learning.	Reflects on the relationship of teaching practice and student learning. Plans professional development based on reflections.	Analyzes and reflects on teaching and learning based on evidence gathered regularly. Plans professional development based on reflections and other resources.	Integrates analysis and reflection into daily practice based on a wide variety of evidence in relationship to professional growth and student learning. Plans draw on a wide variety of resources to expand knowledge.
Establishing professional goals and pursuing opportunities to grow professionally	Develops goals through required processes. Attends required inservice trainings.	Sets goals considering self-assessment and other feedback. Expands knowledge and skills through available professional development opportunities (e.g., workshops, classes, seminars, etc.).	Sets short-term professional goals based on self-assessment of effectiveness, student learning, and feedback. Seeks out opportunities to realize professional goals.	Sets and modifies short- and long-term goals considering self assessment and feedback from a variety of sources. Actively engages in and contributes to professional development.	Contributes to professional organizations, literature, and development opportunities to extend own teaching practice and that of colleagues. Leads professional development.
Working with communities to improve professional practice	Learns about students' communities. May take students into their community as part of learning activities.	Increases understanding of the roles of the community in students' lives. May attend selected community events. Uses some district resources and community resources available through the school.	Identifies and uses appropriate district resources in support of families and student learning. Expands knowledge of, and connections with, the full range of community resources.	Uses knowledge of and strengthens connections with local communities' cultures, services, and resources to support student learning.	Promotes school and community collaborations across multiple groups. Provides students with a full range of community experiences that benefit students and/or families.

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Working with families to improve professional practice	Communicates with families at reporting periods and school events. Advises families of problems. Recognizes the role of the family in student learning.	Shares student progress and classroom activities. Invites families to contribute in the classroom. Values family backgrounds and their role in student learning.	Regularly communicates student progress in appropriate ways, taking into account the diversity of families. Encourages families to contribute to the classroom and school.	Maintains regular and responsive communication with all families. Provides opportunities for families to actively participate in the classroom and school.	Engages families in a variety of responsive, ongoing, two-way communications in support of student success. Structures a wide range of opportunities for families to contribute to the classroom and school community.
Working with colleagues to improve professional practice	Establishes a positive working relationship with a few colleagues. Interacts with colleagues to gather resources. Seeks out trusted colleagues to consider solutions to problems with students.	Expands positive working relationships with colleagues and support staff. Collaborates with colleagues to plan curriculum, coordinate resources, and solve problems.	Works constructively with colleagues and support staff to improve student learning and reflect on practice.	Engages staff in dialogue and reflection to support student learning and teacher growth in responsive and appropriate ways.	Provides opportunities to collaborate with staff to support learning for all students. Provides leadership for and contributes to the learning of other educators.
Balancing professional responsibilities and maintaining motivation	Has a positive attitude in the classroom. Develops an understanding of professional responsibilities.	Maintains positive attitude, demonstrates understanding of professional responsibilities, and seeks support to balance professional responsibilities with personal needs.	Maintains a positive attitude through the year, demonstrates professional integrity, and balances professional responsibility with personal needs.	Maintains motivation and commitment to all students, demonstrates professional integrity, and challenges self intellectually and creatively.	Maintains motivation and commitment to all students and the professional community, demonstrates and models professional integrity, and challenges self intellectually and creatively throughout career.

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