



Danielson Frameworks

Domain 4

E- Growing and Developing Professionally
F-Showing Professionalism

4e- Growing and Developing Professionally

- Elements-
 - Enhancement of content knowledge and pedagogical skills
 - Teachers remain current by taking courses, reading professional literature and remaining current on the evolution of thinking regarding instruction.

Elements (con't)

- Receptivity to feedback from colleagues
 - Teachers actively pursue networks that provide collegial support and feedback
- Service to the profession
 - Teachers are active in professional organizations in order to enhance both their personal practice and their ability to provide leadership and support to colleagues.

Indicators

- Frequent teacher attendance in courses and workshops; regular academic reading
- Participation in learning networks with colleagues; freely shared insights
- Participation in professional organizations supporting academic inquiry

Unsatisfactory

- The teacher is not involved in any activity that might enhance knowledge or skill.
- The teacher purposefully resists discussing performance with supervisors or colleagues.
- The teacher ignores invitations to join professional organizations or attend conferences.

Needs Improvement

- The teacher participate in professional activities when they are required or provided by the district.
- The teacher reluctantly accepts feedback from supervisors and colleagues.
- The teacher s contributes in a limited fashion to professional organizations.

Proficient

- The teacher seeks regular opportunities for continued professional development.
- The teacher welcomes colleagues and supervisors into the classroom for the purposes of gaining insight from their feedback.
- The teacher actively participates in organizations designed to contribute to the profession.

Excellent

- The teacher seeks regular opportunities for continued professional development, including initiating action research.
- The teacher actively seeks feedback from supervisors and colleagues.
- The teacher takes an active leadership role in professional organizations in order to contribute to the profession.

Domain 4f- Showing Professionalism

- Elements-
 - Integrity and ethical conduct
 - Teachers act with integrity and honesty
 - Service to students
 - Teachers put students first in all considerations of their practice
 - Advocacy
 - Teachers support their students' best interests, even in the face of traditional proactive or beliefs

Elements (con't)

- Decision making-
 - Teachers solve problems with student's needs as a priority
- Compliance with school and district regulations-
 - Teachers adhere to policies and established procedures.

Indicators

- The teacher having a reputation as being trustworthy and often sought as a sounding board
- The teacher frequently reminding participants during committee or planning work that the students are the highest priority

Indicators (con't)

- The teacher supporting student, even in the face of difficulty situations or conflicting policies
- The teacher challenging existing proactive in order to put students first
- The teacher consistently fulfilling district mandates regarding policies and procedures

Excellent

- The teacher is considered a leader in terms of honesty, integrity and confidentiality
- The teacher is highly proactive in serving students
- The teacher makes a concerted effort to ensure opportunities are available for all students to be successful.
- The teacher takes a leadership role in team and departmental decision making.
- The teacher takes a leadership role regarding district regulations

Proficient

- The teacher is honest and known for having high standards of integrity
- The teacher actively addresses student needs
- The teacher actively works to provide opportunities for student success
- The teacher willingly participates in team and departmental decision making
- The teacher complies completely with district regulations

Needs Improvement

- The teacher is honest
- The teacher notices the needs of students but is inconsistent in addressing them.
- The teacher does not notice that some school practices result in poor conditions for students
- The teacher makes decisions professionally but on a limited basis
- The teacher complies with district regulations

Unsatisfactory

- The teacher is dishonest
- The teacher does not notice the needs of students
- The teacher engages in practices that are self-serving
- The teacher willfully rejects district regulations