

The following table outlines Gilman's definition of excellent teaching, regardless of the age of the student or the academic discipline being taught. It recognizes that excellent teaching demands an array of practices, habits, and qualities and attempts to capture the complexities of a teacher's world.

### RELATIONSHIPS WITH STUDENTS

#### BUILDING CONNECTIONS

Builds healthy connections with students in and out of the classroom, including:

- Responding to students' interests or talents.
- Sharing mutual interests with a student.
- Accommodating reasonable opposition.
- Revealing vulnerability.

#### RELATIONAL LEARNING ENVIRONMENTS

Creates a safe, inclusive learning environment where all students have a sense of belonging, emphasizing:

- High expectations for learning and behavior.
- Socio-emotional development.
- Cross-cultural representation and competency.

#### CULTURAL RESPONSIVENESS

Builds relationships with students that are both respectful of and responsive to their unique cultural identifiers, including:

- Ability
- Gender
- Nationality
- Race
- Religion
- Sexual orientation
- Socio-economic status

### ENGAGING INSTRUCTION

#### APPLIED KNOWLEDGE: GILMAN SKILLS

Supports students' application of key content areas through both effective formative and summative assessment of the students' capacity to:

- **Think** critically and expansively about our complex world.
- **Communicate** effectively with diverse audiences.
- **Collaborate** to solve problems and affect positive community impact.
- **Create** works of self-expression that serve and inspire others.

#### EFFECTIVE METHODS FOR BOYS

Fosters a classroom environment responsive to boys' developmental patterns and learning needs, emphasizing:

- Integrated motor activity.
- Creation of products.
- Role play and assumption of real-world roles.
- Teamwork and healthy competition.
- Open inquiry and exploration.

#### INDIVIDUALIZED INSTRUCTION AND SUPPORT

Recognizes, supports, and nurtures the potential of individual students, emphasizing:

- Implementation of differentiated instructional strategies that meet a student's individual learning needs.
- Implementation of recommended academic accommodations.

### PROFESSIONAL EXPECTATIONS

#### EMBODYING MISSION AND VALUES

Embraces Gilman's mission to support boys in mind, body, and spirit and models the Gilman Five:

- Honor
- Integrity
- Respect
- Humility
- Excellence

#### COMMITMENT TO GROWTH AND IMPROVEMENT

Welcomes and is responsive to feedback and coaching from supervisors, peers, parents, and students.

Responsibly meets the expectations of the three-year DET Growth Process, including appropriate annual foci on:

- Research and goal setting.
- Peer team and/or one-on-one support.
- Self-reflection.

#### COMMUNICATION WITH ADULTS

- Collaborates with colleagues, including faculty and staff.
- Effectively communicates and partners with parents in support of students.