

Medford Public Schools

Focus Elements 2023-2024

Standard I: Curriculum, Planning, and Assessment	Standard II: Teaching All Students	Standard III: Family and Community Engagement	Standard IV: Professional Culture
A. Curriculum and Planning Indicator <ol style="list-style-type: none"> 1. Subject Matter Knowledge 2. Child and Adolescent Development 3. Rigorous Standards-Based Unit Design 4. Well-Structured Lessons 	A. Instruction Indicator <ol style="list-style-type: none"> 1. Quality of Effort and Work 2. Student Engagement 3. Meeting Diverse Needs 	A. Engagement Indicator <ol style="list-style-type: none"> 1. Parent/Family Engagement 	A. Reflection Indicator <ol style="list-style-type: none"> 1. Reflective Practice 2. Goal Setting
B. Assessment Indicator <ol style="list-style-type: none"> 1. Variety of Assessment Methods 2. Adjustments to Practice 	B. Learning Environment Indicator <ol style="list-style-type: none"> 1. Safe Learning Environment 2. Collaborative Learning Environment 3. Student Motivation 	B. Collaboration Indicator <ol style="list-style-type: none"> 1. Learning Expectations 2. Curriculum Support 	B. Professional Growth Indicator <ol style="list-style-type: none"> 1. Professional Learning and Growth
C. Analysis Indicator <ol style="list-style-type: none"> 1. Analysis and Conclusions 2. Sharing Conclusions With Colleagues 3. Sharing Conclusions With Students 	C. Cultural Proficiency Indicator <ol style="list-style-type: none"> 1. Respects Differences 2. Maintains Respectful Environment 	C. Communication Indicator <ol style="list-style-type: none"> 1. Two-Way Communication 2. Culturally Proficient Communication 	C. Collaboration Indicator <ol style="list-style-type: none"> 1. Professional Collaboration
	D. Expectations Indicator <ol style="list-style-type: none"> 1. Clear Expectations 2. High Expectations 3. Access to Knowledge 		D. Decision-Making Indicator <ol style="list-style-type: none"> 1. Decision-making
			E. Shared Responsibility Indicator <ol style="list-style-type: none"> 1. Shared Responsibility
			F. Professional Responsibilities Indicator <ol style="list-style-type: none"> 1. Judgment 2. Reliability and Responsibility <p>(See adjustment to the standard in rubric.)</p>

Educators are required to submit a minimum of 1 to 2 pieces of evidence for the eight Focus Elements (highlighted above in yellow) per evaluation cycle.