





Paterson Public Schools

PROFESSIONAL PRACTICE FRAMEWORK

Framework for Teaching

 <p>Core Instruction</p> <p><i>Foundational classroom teaching practice</i></p> <hr/> <p>Teacher Master Teacher</p>	 <p>Special Education</p> <p><i>Specialized instruction for students with IEPs</i></p> <hr/> <p>Resource Special Education Teacher Self-Contained Special Education Teacher</p>	 <p>Specialized Subjects</p> <p><i>Content area and program specialists</i></p> <hr/> <p>Art Teacher Physical Education and Health Teacher Reading Specialist Librarian / Media Specialist</p>	 <p>Itinerant & Alternative</p> <p><i>Mobile and alternative setting instruction</i></p> <hr/> <p>Itinerant Teacher In-School Suspension Teacher</p>
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Framework Overview

The 2022 Framework for Teaching (FfT) outlines the expectations for classroom teachers who support student learning and development through instructional planning, classroom environment, instructional delivery, and professional responsibility. Teachers work collaboratively with colleagues, families, and support staff to address academic, social-emotional, and developmental factors that influence student success.

The framework is organized into four domains of professional practice that reflect the core responsibilities of the teaching role:

- Domain 1: Planning and Preparation: Designing coherent, standards-aligned instruction that reflects knowledge of content, students, and effective pedagogy.
- Domain 2: Learning Environment: Cultivating respectful, affirming, and purposeful environments that support student learning and well-being.
- Domain 3: Learning Experiences: Engaging students in rich, intellectually challenging learning experiences that support deeper understanding and student agency.
- Domain 4: Principled Teaching: Engaging in reflective practice, documenting student progress, partnering with families and communities, and growing professionally in service of students.

Performance Levels

The rubric uses four performance levels: Unsatisfactory, Basic, Proficient, and Distinguished to describe progression of practice:

Unsatisfactory

Practice does not meet the expectations of the role. Instruction, classroom environment, or professional responsibilities are incomplete, ineffective, or inconsistent and may negatively impact student learning.

Basic

Practice demonstrates partial or developing implementation of expectations. Some aspects of effective teaching are evident, but practice may be inconsistent, reactive, or require additional guidance.

Proficient

Practice meets the expectations of the role. Instruction, learning environments, and professional responsibilities are implemented consistently and effectively, supporting student learning and development.

Distinguished

Practice reflects a high level of effectiveness and leadership. The teacher consistently demonstrates strong professional judgment, contributes to collaborative learning communities, and strengthens practices that improve student outcomes across the school.

Evaluators consider multiple sources of evidence: including observation, artifacts, data analysis, communication, collaboration, and documented outcomes, when assessing performance. This framework supports both professional growth and evaluation, ensuring that teaching practice contributes to improved outcomes for all students.

Sources of Evidence

The Sources of Evidence tables included with each component support evaluators in identifying appropriate evidence when assessing teacher practice. Because teaching extends beyond any single observation, evidence of practice may be drawn from multiple sources across the school year.

Evidence categories provide examples of where evaluators may gather information that demonstrates performance related to each component of the rubric. Evidence may include, but is not limited to:

- Observation: Direct observation of instruction, planning conversations, interactions with students or colleagues, or participation in meetings.
- Artifact: Professional documents such as lesson and unit plans, instructional materials, assessments, rubrics, or student work samples.
- Data Analysis: Review of relevant student indicators such as attendance, achievement, formative assessment results, or social-emotional data used to inform instruction.
- Communication: Professional communication with students, families, colleagues, or administrators related to student learning, instructional decisions, or progress.
- Collaboration: Participation in Professional Learning Communities (PLCs), grade-level or department teams, coaching cycles, or coordinated planning.
- Outcome Evidence: Evidence that instruction, environment, or professional contributions contribute to improved student learning, engagement, growth, or well-being.

Evidence Type	Purpose
Observation	What the evaluator sees in practice
Artifact	Documents or materials created
Data Analysis	System-generated student or program data
Communication	Information shared with students, families, or colleagues
Collaboration	Participation in teams or coordination
Outcome Evidence	Evidence of student progress or program impact

District Goal Alignment

Each component is aligned to one of the four Paterson Public Schools Strategic Plan 2025-2030 goals, supporting district-wide priorities through classroom-level practice:

- Goal 1 – Advance Instructional Excellence by Cultivating a High-Performing Workforce
- Goal 2 – Empower Data-Driven Decision Making and Accountability
- Goal 3 – Ensure Operational Effectiveness and Fiscal Stability
- Goal 4 – Strengthen Family and Community Partnerships

This alignment ensures that teaching practice contributes directly to district priorities while supporting the academic and personal success of every student.

Teacher Framework	Teacher Specialist Type I	Teacher Specialist Type II
Domain 1 – Planning and Preparation	Domain 1 – Planning and Preparation	Domain 1 – Planning and Preparation
1a Applying Knowledge of Content and Pedagogy (2)	1a Knowledge of Students and Individual Plans (2)	1a Knowledge of Students, Learning Environment, and Support Programs (2)
1b Knowing and Valuing Students (2)	1b Knowledge of Role-Specific Practices (2)	1b Knowledge of Climate, Culture, and Student Support Systems (2)
1c Setting Instructional Outcomes (2)	1c Goal Setting Aligned to Student Needs (2)	1c Goal Setting Aligned to Student Needs and District Priorities (2)
1d Using Resources Effectively (1)	1d Preparation of Materials, Tools, and Systems (1)	1d Use of Data Systems, Tools, and Resources (1)
1e Planning Coherent Instruction (2)	1e Compliance with Federal, State, and Local Requirements (1)	1e Compliance, Timeliness, and Documentation Integrity (1)
1f Designing and Analyzing Assessments (2)	1f Evidence Design and Outcome Measures (2)	1f Evaluation of Support Systems and Impact (2)
Domain 2 – Learning Environments	Domain 2 – Service Environment and Professional Practice	Domain 2 – Culture, Collaboration, and Climate Leadership
2a Cultivating Respectful and Affirming Environments (2)	2a Safe, Respectful, and Inclusive Service Environment (2)	2a Creating a Culture of Respect, Trust, and Shared Responsibility (2)
2b Fostering a Culture for Learning (2)	2b Establishing and Maintaining Routines and Procedures (2)	2b Collaboration and Continuous Improvement Structures (2)
2c Maintaining Purposeful Environments (2)	2c Managing Time, Space, and Caseload (2)	2c Advancing Equity, Access, and Inclusive Support Practices (2)
2d Supporting Positive Student Behavior (2)	2d Professional Boundaries and Ethical Conduct (1)	2d Communication and Coordination Systems (1)
2e Organizing Spaces for Learning (2)	2e Organizing Service Space and Access to Supports (2)	2e Organizing Service Space and Access to Supports (2)
Domain 3 – Learning Experiences	Domain 3 – Service Delivery and Student Impact	Domain 3 – Delivery of Support and Coaching
3a Communicating About Purpose and Content (3)	3a Responsiveness to Student Needs (3)	3a Using Multi-Source Evidence to Guide Coaching and Support (3)
3b Using Questioning and Discussion Techniques (3)	3b Use of Evidence-Based Practices (3)	3b Providing Actionable, Evidence-Based Support and Feedback (3)
3c Engaging Students in Learning (3)	3c Engagement of Students and Families (3)	3c Goal Setting for Instructional Leadership (implementation and alignment) (3)
3d Using Assessment for Learning (3)	3d Monitoring Progress and Adjusting Services (3)	3d Leading Professional Learning and Coaching Cycles (3)
3e Responding Flexibly to Student Needs (3)	3e Documentation of Service Delivery and Outcomes (3)	3e Monitoring and Adjusting Instructional Support Based on Impact (3)
Domain 4 – Principled Teaching	Domain 4 – Professional Responsibility and Collaboration	Domain 4 – Professional Responsibility, Systems, and Results
4a Engaging in Reflective Practice (2)	4a Accurate Documentation, Reporting, and Integrity (1)	4a Reflecting on Practice and Impact (2)
4b Documenting Student Progress (1)	4b Collaboration with Staff and Families (2)	4b Maintaining Accurate, Timely, and Ethical Records and Data Systems (1)
4c Engaging Families and Communities (2)	4c Advocacy for Students and Equity (2)	4c Communicating and Collaborating with Stakeholders (2)
4d Contributing to School Community and Culture (1)	4d Reflection on Practice and Professional Learning (2)	4d Engaging in Professional Growth and Leadership Contribution (1)
4e Growing and Developing Professionally (2)	4e Contribution to School Culture and Improvement (2)	4e Demonstrating Professional Conduct and Ethical Leadership (1)
4f Acting in Service of Students (3)	4f Using Evidence of Outcomes to Guide Continuous Improvement (3)	4f Using Evidence to Demonstrate Results and Guide Continuous Improvement (3)

DOMAIN 1

Planning and Preparation

Focus

Designing coherent, standards-aligned instruction that reflects knowledge of content, students, and effective pedagogy in service of meaningful learning.

1a Applying Knowledge of Content and Pedagogy

Unsatisfactory	Basic	Proficient	Distinguished
The teacher lacks sufficient knowledge of content and pedagogy to support student learning of the content.	The teachers' understanding of content and pedagogy partially supports student learning of the content.	The teachers' understanding of content and pedagogy supports student learning of the content.	The teachers' understanding of content and pedagogy fosters deeper learning, student agency, and intellectual dispositions such as curiosity, reasoning, and reflection.
Critical Attributes			
Disciplinary Expertise			
<i>Planning and preparation include content errors or demonstrate a lack of understanding of the content.</i>	<i>Planning and preparation indicate partial understanding of the central concepts of the discipline and their relationship to one another.</i>	<i>Planning and preparation reflect solid understanding of content and the structure of the discipline being taught.</i>	<i>Planning and preparation reflect extensive knowledge of important concepts and how they relate to one another, as well as recent developments in the discipline.</i>
Pedagogical Content Knowledge			
<i>Lesson and unit plans lack consideration for prerequisite knowledge and possible student misconceptions.</i>	<i>Lesson and unit plans include instructional strategies and representations of content that are partially suitable and show some consideration for prerequisite knowledge important to student learning of the content.</i>	<i>Lesson and unit plans include a variety of strategies and representations of content appropriate to the discipline, use a range of pedagogical approaches, and demonstrate understanding of prerequisite relationships among topics and concepts.</i>	<i>In lessons and units planned or adapted, instructional strategies and representations of content are chosen wisely and explicitly for their suitability to the content and their ability to foster high levels of intellectual engagement, skill development, and critical thinking.</i>
Knowledge of Interdisciplinary Relationships and Skills			
<i>No interdisciplinary relationships are identified in plans or preparation.</i>	<i>Plans and preparation cite some relevant connections to concepts in other disciplines and to skills that transfer across disciplines.</i>	<i>Plans and preparation demonstrate knowledge of interdisciplinary relationships and skills and their real-world application.</i>	<i>Lessons and units planned or adapted focus on connecting concepts to other disciplines, prioritizing skills that transfer across disciplines and emphasizing real-world applications of these concepts and skills.</i>

Sources of Evidence

Component	Observation	Artifact	Data Analysis	Communication	Collaboration	Outcome Evidence	District Goal
1a. Applying Knowledge of Content and Pedagogy	Observation of planning conversations discussing central concepts of the discipline, prerequisite knowledge, anticipated student misconceptions, or pedagogical approaches; observation of lesson delivery reflecting accurate content knowledge and appropriate instructional strategies	Lesson and unit plans reflecting disciplinary content and pedagogical content knowledge; instructional materials representing concepts in multiple ways; documentation of prerequisite skill scaffolds; planning artifacts showing interdisciplinary connections and real-world applications	Analysis of formative assessment data identifying student misconceptions; review of pre-assessment or diagnostic data informing pedagogical choices; analysis of prerequisite skill data used to design scaffolds; review of student work samples identifying conceptual gaps	Communication with colleagues, coaches, supervisors, or curriculum leaders regarding content accuracy, pedagogical approaches, instructional strategies, or interdisciplinary connections	Participation in content-area Professional Learning Communities (PLCs), department or grade-level team meetings, curriculum planning sessions, or instructional coaching conversations focused on content and pedagogy	Evidence that instructional planning grounded in content and pedagogical knowledge contributes to improved student understanding, mastery of grade-level concepts, intellectual engagement, and transfer of skills across disciplines	Goal 1 – Advance Instructional Excellence by Cultivating a High-Performing Workforce

1b Knowing and Valuing Students

Unsatisfactory	Basic	Proficient	Distinguished
The teacher lacks sufficient knowledge of students to support student learning or development.	The teacher's knowledge of students' identities, as well as their strengths and needs partially supports learning and development.	The teacher's knowledge of students supports learning and development, and enables the teacher to build upon student assets.	The teacher's knowledge of students is extensive and fosters student learning and development to support academic and personal success.
Critical Attributes			
Respect for Students' Identities			
<i>The teacher is not aware of or pays little attention to students' race, culture, or identity.</i>	<i>The teacher applies knowledge of students' race, culture, and identities to planning and preparation with limited success.</i>	<i>The teacher successfully incorporates knowledge of students' race, culture, and identities into planning and preparation.</i>	<i>The teacher recognizes and appreciates students' race, culture, and unique identities, designing culturally responsive and affirming learning experiences with them in mind.</i>
Understanding of Students' Current Knowledge and Skills			
<i>The teacher does not try to ascertain information about students' varied prior knowledge, skills, or mindsets.</i>	<i>The teacher applies an understanding of students' varied knowledge and skill levels, as well as mindsets related to learning, with limited success.</i>	<i>The teacher successfully applies an understanding of students' levels of knowledge and skill, as well as their mindsets about learning, in planning and preparation.</i>	<i>The teacher's deep understanding of each student's knowledge, skills, and mindsets ensures that students receive appropriate scaffolds when necessary, meet rigorous outcomes, and are challenged to do their best work.</i>
Knowledge of Whole Child Development			
<i>The teacher does not attend to or understand students' cognitive, social, emotional, and character development.</i>	<i>The teacher's understanding of students' cognitive, social, emotional, and character development in planning and preparation with limited success.</i>	<i>The teacher successfully incorporates an understanding of students' cognitive, social, emotional, and character development is successfully incorporated into planning and preparation.</i>	<i>The teacher deeply understands and integrates students' cognitive, social, emotional, and character development to model and teach habits and mindsets that promote student assumption of responsibility.</i>
Knowledge of the Learning Process and Learning Differences			
<i>The teacher displays insufficient understanding of how students learn and develop in general or of individual differences for students in the class.</i>	<i>The teacher has limited understanding of the learning process and of individual learning differences.</i>	<i>The teacher's accurate understanding of how students learn and learn differently is evident in planning and preparation.</i>	<i>In lessons planned or adapted, the teacher uses extensive knowledge of the learning process and learning differences to design experiences that are engaging and successful.</i>

Sources of Evidence

Component	Observation	Artifact	Data Analysis	Communication	Collaboration	Outcome Evidence	District Goal
1b. Knowing and Valuing Students	Observation of planning conversations referencing students' identities, prior knowledge, learning differences, or developmental needs; observation of lesson delivery reflecting knowledge of students' assets, mindsets, and cultural backgrounds	Lesson and unit plans incorporating culturally responsive and affirming experiences; differentiated instructional materials; documentation of student interest inventories, surveys, or asset maps; scaffolds reflecting knowledge of learning differences	Analysis of pre-assessment data, diagnostic results, or student surveys identifying prior knowledge and mindsets; review of demographic, cultural, or linguistic data informing planning; analysis of social-emotional learning indicators	Communication with students, families, colleagues, counselors, or Multilingual Learner (ML) specialists regarding student identities, strengths, learning differences, or developmental needs	Participation in grade-level teams, Professional Learning Communities (PLCs), Multi-Tiered System of Supports (MTSS) meetings, or family conferences focused on understanding individual student needs and assets	Evidence that knowledge of students informs responsive planning and contributes to improved student engagement, sense of belonging, academic growth, and social-emotional development	Goal 1 – Advance Instructional Excellence by Cultivating a High-Performing Workforce

1c Setting Instructional Outcomes

Unsatisfactory	Basic	Proficient	Distinguished
Instructional outcomes are not identified, are not rigorous, or are inappropriate.	Instructional outcomes are moderately rigorous and are appropriate for most students in the class.	Instructional outcomes are rigorous and appropriate for students.	Instructional outcomes represent high-level learning of important content and support student autonomy, curiosity, and intellectual risk-taking.
Critical Attributes			
Value and Relevance			
<i>Instructional outcomes are not relevant or meaningful or do not reflect important learning.</i>	<i>Instructional outcomes are somewhat relevant and partially reflect important learning and development.</i>	<i>Instructional outcomes are mostly relevant and reflect important learning and development.</i>	<i>Instructional outcomes consistently reflect important, meaningful, and relevant learning that requires critical thinking.</i>
Alignment to Grade-Level Standards			
<i>Instructional outcomes do not reflect grade-level standards.</i>	<i>Instructional outcomes partially reflect grade-level standards.</i>	<i>Instructional outcomes mostly reflect grade-level standards.</i>	<i>Instructional outcomes consistently reflect grade-level standards that challenge all students in the class and encourage intellectual risk taking.</i>
Clarity of Purpose			
<i>Instructional outcomes are unclear or are stated as activities.</i>	<i>Instructional outcomes are somewhat clear and partially describe what students will learn.</i>	<i>Instructional outcomes are mostly clear and specific, likely to ensure that students understand what they will learn and how.</i>	<i>Instructional outcomes are uniformly clear and specific and support students to extend their learning.</i>
Integration of Multiple Aspects of Student Development			
<i>Instructional outcomes do not reflect a range of purposes.</i>	<i>Instructional outcomes target different types of outcomes beyond academic knowledge and skills with partial success.</i>	<i>Instructional outcomes represent a range of high-priority, developmentally appropriate purposes, including academic, social-emotional, and character development goals.</i>	<i>Instructional outcomes integrate academic, social-emotional, and character development goals rather than treating them separately.</i>

Sources of Evidence

Component	Observation	Artifact	Data Analysis	Communication	Collaboration	Outcome Evidence	District Goal
1c. Setting Instructional Outcomes	Observation of planning conversations referencing standards alignment, rigor, clarity of purpose, and the integration of academic, social-emotional, and character development outcomes	Lesson and unit plans with clearly stated learning outcomes aligned to grade-level standards; rubrics and success criteria; documentation of outcomes integrating academic, social-emotional learning (SEL), and character development	Analysis of student performance data, formative assessment results, or progress monitoring data informing the rigor and appropriateness of outcomes; review of standards mastery data to calibrate outcome design	Communication with students, families, colleagues, or instructional leaders regarding learning outcomes, success criteria, and the connection between outcomes and grade-level standards	Participation in curriculum planning, grade-level or department teams, Professional Learning Communities (PLCs), or vertical articulation discussions focused on outcome design and standards alignment	Evidence that clearly defined, standards-aligned outcomes contribute to improved student mastery, intellectual engagement, and progress toward grade-level expectations	Goal 2 – Empower Data-Driven Decision Making and Accountability

1d Using Resources Effectively

Unsatisfactory	Basic	Proficient	Distinguished
<p>The teacher is not aware of or does not appropriately or effectively use instructional materials and other resources to support student learning and development.</p>	<p>The teacher understands and uses instructional materials and other resources to support student learning and development, but these resources represent only a narrow band of what is available.</p>	<p>The teacher's knowledge of instructional materials and other resources leads to discerning choices to support learning and development.</p>	<p>The teacher makes deliberate decisions in the use of instructional materials and other resources to meet individual student needs and support student autonomy and intellectual engagement.</p>
Critical Attributes			
Instructional Materials			
<p><i>When instructional materials are provided, the teacher does not use or learn to effectively implement them. When instructional materials are not provided, the teacher uses inappropriate or ineffective materials of their own choosing that do not support rigorous instruction or engagement.</i></p>	<p><i>When instructional materials are provided, the teacher implements them with some success, develops some understanding of their features and design, and is sometimes able to recognize and adjust for gaps or deficiencies in the materials. When instructional materials are not provided, the teacher selects and uses materials that are partially aligned to standards to serve as the core of instruction and support student learning and development.</i></p>	<p><i>When instructional materials are provided, the teacher's understanding of the materials supports appropriate choices based on the specific needs of students that increase the effectiveness of the curriculum. When instructional materials are not provided, the teacher relies on a strong core set of instructional materials aligned to rigorous standards and makes choices based on the specific needs of students that increase the effectiveness of those materials.</i></p>	<p><i>When instructional materials are provided, the teacher uses them wisely, integrating other resources if appropriate, to support each student's mastery of outcomes, further learning and development, deep intellectual engagement, and autonomy. When instructional materials are not provided, the teacher identifies a strong core set of instructional materials and uses them wisely, integrating other resources if appropriate to support each student's mastery of outcomes, further learning and development, and deep intellectual engagement.</i></p>
Technology and Digital Resources			
<p><i>The teacher does not appropriately access digital resources to support student learning and development.</i></p>	<p><i>The teacher uses technology and accesses digital resources that partially support student learning but may be primarily a substitution for other resources.</i></p>	<p><i>Technology and other digital resources are used effectively to support equitable student learning and exploration, as well as connection and development.</i></p>	<p><i>Technology and other digital resources support intellectual engagement, personalized instructional pathways for student learning and development.</i></p>
Supports for Students			
<p><i>The teacher does not inquire about or seek out resources to support individual student needs.</i></p>	<p><i>The teacher seeks some additional resources and supports aligned to the individual needs of students.</i></p>	<p><i>The teacher provides resources and supports aligned to students' individual needs and learning differences, allowing each student to access the curriculum and meet the learning outcomes.</i></p>	<p><i>Resources and supports provided or suggested by the teacher promote student agency and increase efficacy in utilizing resources to support their own learning and development.</i></p>

Sources of Evidence

Component	Observation	Artifact	Data Analysis	Communication	Collaboration	Outcome Evidence	District Goal
1d. Using Resources Effectively	Observation of planning conversations or lesson delivery demonstrating intentional selection and use of instructional materials, technology, and supports aligned to student needs	Curriculum-aligned instructional materials; supplemental resources; digital tools and platforms; documentation of accommodations, modifications, and student-specific supports; resource inventories	Analysis of student performance data informing resource selection; review of usage data from digital platforms; analysis of student access and engagement with materials and supports	Communication with colleagues, instructional coaches, technology coordinators, or support staff regarding resource selection, digital tool integration, or supports for individual students	Participation in curriculum review teams, technology integration groups, Multi-Tiered System of Supports (MTSS) meetings, or coordination with specialists regarding resources and supports	Evidence that intentional use of instructional materials, technology, and supports contributes to improved student access, engagement, mastery of outcomes, and learning autonomy	Goal 3 – Ensure Operational Effectiveness and Fiscal Stability

1e Planning Coherent Instruction

Unsatisfactory	Basic	Proficient	Distinguished
The design of learning experiences does not support student engagement with important content.	Learning experiences are somewhat coherent in structure, within and across lessons, partially supporting students to meet the intended outcomes.	Learning experiences are challenging and engaging; they are designed to meet the needs of students in the class.	Learning experiences prioritize the needs of individual students, ensure all students can meet the intended outcomes, and support student assumption of responsibility for learning.
Critical Attributes			
Tasks and Activities			
<i>Tasks and activities are uninteresting to students, do not challenge them, and/or do not align to instructional outcomes.</i>	<i>Tasks and activities are partially aligned to the instructional outcomes and represent a modest level of intellectual challenge.</i>	<i>Tasks and activities are aligned with learning outcomes and provide opportunities for higher-level thinking.</i>	<i>Tasks and activities encourage student agency and create authentic opportunities to engage with meaningful content.</i>
Flexible Learning			
<i>There is only a single approach or activity planned for students to learn the content.</i>	<i>There are multiple ways for students to learn the content and a variety of strategies are used with some success during the lesson.</i>	<i>Multiple strategies and approaches are tailored to the needs of various students to accelerate and support their success.</i>	<i>Lessons provide opportunities for students to engage beyond the content of the lesson; and, when appropriate, the teacher works with students to co-design learning experiences.</i>
Student Collaboration			
<i>Student groupings are not used or do not support learning.</i>	<i>Students are in groups that are only partially appropriate to the learning activities or goals.</i>	<i>Instructional groups are organized thoughtfully to maximize learning and build on students' strengths.</i>	<i>Collaboration through teacher-designed and student-chosen instructional groups is an essential component of learning and development.</i>
Structure and Flow			
<i>Plans for learning are not well structured or sequenced.</i>	<i>Plans for learning are partially well-structured but may not be realistic about time expectations.</i>	<i>Plans for learning are well structured and have a flow that allows for student learning and reflection.</i>	<i>Plans for learning are well structured and have a flow that supports student autonomy in the learning process.</i>

Sources of Evidence

Component	Observation	Artifact	Data Analysis	Communication	Collaboration	Outcome Evidence	District Goal
1e. Planning Coherent Instruction	Observation of planning conversations or lesson delivery demonstrating coherent sequencing, intentional grouping, varied learning approaches, and tasks aligned to outcomes	Lesson and unit plans showing coherent structure and flow; differentiated tasks and activities; grouping plans; pacing guides; documentation of student choice or co-designed learning experiences	Analysis of student engagement data, formative assessment results, or work samples informing task design and instructional groupings; review of pacing and outcome attainment data	Communication with colleagues, coaches, or instructional leaders regarding lesson design, grouping strategies, task selection, or flexible learning pathways	Participation in grade-level or department planning, Professional Learning Communities (PLCs), curriculum design teams, or coaching cycles focused on coherent instructional planning	Evidence that coherent, well-structured learning experiences contribute to improved student engagement, intellectual challenge, collaborative learning, and mastery of outcomes	Goal 3 – Ensure Operational Effectiveness and Fiscal Stability

1f Designing and Analyzing Assessments

Unsatisfactory	Basic	Proficient	Distinguished
There is no plan for assessment or the assessments will not provide evidence that students have learned the intended outcomes.	Assessments will partially help the teacher determine whether students have learned or are learning the intended outcomes.	Assessments are planned throughout the instructional process and provide timely and valuable information to teachers and feedback to students.	Students will have the opportunity to demonstrate mastery of content and analyze their own progress through multiple, flexible assessments.
Critical Attributes			
Congruence with Instructional Outcomes			
<i>Assessments are not aligned to the instructional outcomes.</i>	<i>Assessments are partially aligned to instructional outcomes but may not assess them completely.</i>	<i>Assessments will fully and fairly provide evidence of student understanding of the content and mastery of outcomes, as well as reveal specific misunderstandings.</i>	<i>Students have varied and multiple opportunities to demonstrate mastery of outcomes; assessments allow for the analysis of student misunderstandings, revealing how and why the misunderstanding occurred.</i>
Criteria and Standards			
<i>Assessments lack criteria by which student performance can be accurately assessed.</i>	<i>Assessment criteria and standards have been developed, but they are unclear or too vague.</i>	<i>Assessment criteria and standards are established, clear, and fully understood by students.</i>	<i>Assessment criteria and standards are clear, and students have contributed to their development.</i>
Planning Formative Assessments			
<i>There are no formative assessments planned.</i>	<i>Some formative assessments are planned and will give a partially accurate picture of student learning throughout the lesson.</i>	<i>Formative assessments will give an accurate picture of student learning, and plans for lessons indicate possible adjustments based on formative assessment data.</i>	<i>Formative assessments will provide accurate and timely information to teachers and students, allowing students to adjust course with minimal teacher guidance.</i>
Analysis and Application			
<i>Assessment results are not relevant or used for future planning.</i>	<i>Assessment results are used in future planning for some students, groups of students, or the class as a whole.</i>	<i>Assessment results from prior lessons and units are a key tool used by the teacher in planning future instruction.</i>	<i>Assessment results consistently drive planning and preparation to inform instructional decision making and instructional pathways for students.</i>

Sources of Evidence

Component	Observation	Artifact	Data Analysis	Communication	Collaboration	Outcome Evidence	District Goal
1f. Designing and Analyzing Assessments	Observation of planning conversations referencing assessment design, alignment, rubrics, and data analysis informing future instruction	Assessment plans aligned to outcomes; formative and summative assessment tools; rubrics and success criteria; student work samples; documentation of assessment adjustments and feedback	Analysis of formative and summative assessment results to evaluate student mastery; review of item-level data identifying patterns of misunderstanding; trend analysis informing instructional planning	Communication with students, families, colleagues, or instructional leaders regarding assessment design, results, criteria for success, and feedback strategies	Participation in Professional Learning Communities (PLCs), grade-level or department teams, or assessment design groups focused on analyzing student work and refining assessment practices	Evidence that intentional assessment design and analysis contributes to improved student understanding of expectations, mastery of outcomes, and data-informed instructional decisions	Goal 2 – Empower Data-Driven Decision Making and Accountability

DOMAIN 1: Planning and Preparation

Critical Attribute Summary: Evaluator Quick Reference

1a. Applying Knowledge of Content and Pedagogy

Critical Attributes / Evaluator Look Fors

- Disciplinary Expertise
- Pedagogical Content Knowledge
- Knowledge of Interdisciplinary Relationships and Skills

1b. Knowing and Valuing Students

Critical Attributes / Evaluator Look Fors

- Respect for Students' Identities
- Understanding of Students' Current Knowledge and Skills
- Knowledge of Whole Child Development
- Knowledge of the Learning Process and Learning Differences

1c. Setting Instructional Outcomes

Critical Attributes / Evaluator Look Fors

- Value and Relevance
- Alignment to Grade-Level Standards
- Clarity of Purpose
- Integration of Multiple Aspects of Student Development

1d. Using Resources Effectively

Critical Attributes / Evaluator Look Fors

- Instructional Materials
- Technology and Digital Resources
- Supports for Students

1e. Planning Coherent Instruction

Critical Attributes / Evaluator Look Fors

- Tasks and Activities
- Flexible Learning
- Student Collaboration
- Structure and Flow

1f. Designing and Analyzing Assessments

Critical Attributes / Evaluator Look Fors

- Congruence with Instructional Outcomes
- Criteria and Standards
- Planning Formative Assessments
- Analysis and Application

DOMAIN 2

Learning Environment

Focus

Cultivating respectful, affirming, and purposeful learning environments that support student well-being, belonging, and intellectual engagement.

2a Cultivating Respectful and Affirming Environments

Unsatisfactory	Basic	Proficient	Distinguished
Students do not feel safe and valued; learning environments are characterized by negativity, disrespect, inappropriateness, insensitivity, and/or unresolved conflict.	Learning environments are partially characterized by caring and respectful interactions.	Learning environments are characterized by positive developmental relationships that are intentionally nurtured and celebrated.	Students play an active role in creating learning environments characterized by a sense of community, where each member feels safe, valued, and connected.
Critical Attributes			
Positive Relationships			
<i>Classroom interactions, both between the teacher and students and among students, are frequently negative, uncaring, inappropriate, or insensitive to students' identities and developmental levels.</i>	<i>Classroom interactions, both between the teacher and students and among students, are inconsistently caring and respectful, but form a foundation for positive relationships to develop.</i>	<i>Classroom interactions, both between the teacher and students and among students, demonstrate caring and respect that honors students' identities, race, and cultural background.</i>	<i>Patterns of interacting in the classroom are culturally responsive; the teacher's own cultural competence and critical consciousness foster positive relationships and students take an active role in developing and sustaining positive relationships.</i>
Sense of Belonging			
<i>Some students' verbal or nonverbal communication indicates that they feel isolated, insecure, or not part of the classroom community.</i>	<i>Verbal and nonverbal communication indicates that many students feel part of a classroom community that welcomes and honors their individual identity.</i>	<i>Verbal and nonverbal participation indicates most students participate in a class community that reflects their collective identity while honoring individual variations.</i>	<i>Student participation indicates they are co-creating a community that reflects their unique collective identity and interests as a class while honoring individual identity.</i>
Cultural Responsiveness			
<i>Learning environments do not reflect the individual racial and cultural identities of students.</i>	<i>Learning environments reflect and honor some elements of students' individual and shared racial and cultural identities.</i>	<i>Learning environments reflect elements of students' racial and cultural identities while recognizing, addressing, and honoring differences between students' and teachers' unique identities.</i>	<i>Students have helped create a unique identity for their class that includes all, celebrates each individual's racial and cultural identity, honors diversity, and acknowledges and addresses racial and cultural dynamics at play in the environment.</i>
Positive Conflict Resolution			
<i>Conflict and disrespectful interactions occur in the classroom and are neither addressed nor resolved.</i>	<i>Conflict and disrespectful interactions are addressed by the teacher, with uneven results.</i>	<i>The teacher and students effectively use a clear and culturally competent approach to conflict resolution to resolve conflicts and restore trust.</i>	<i>Students in the class are responsible for resolving conflict and actively follow established processes or norms for resolving conflict and restoring trust.</i>

Sources of Evidence

Component	Observation	Artifact	Data Analysis	Communication	Collaboration	Outcome Evidence	District Goal
2a. Cultivating Respectful and Affirming Environments	Observation of classroom interactions demonstrating respect, caring, cultural responsiveness, and sense of belonging; observation of conflict resolution practices honoring student dignity	Classroom community agreements; culturally responsive learning materials; documentation of restorative practices; visual environment reflecting student identities; family communication artifacts	Analysis of student climate surveys, belonging indicators, behavior data, or attendance patterns reflecting student experience; review of referral or discipline data for equity patterns	Communication with students, families, colleagues, counselors, or administrators regarding student well-being, classroom climate, cultural responsiveness, or conflict resolution	Participation in school climate teams, Social-Emotional Learning (SEL) committees, equity teams, or restorative practices initiatives focused on student belonging and affirming environments	Evidence that affirming, culturally responsive environments contribute to improved student sense of belonging, engagement, attendance, and positive peer interactions	Goal 4 – Strengthen Family and Community Partnerships

2b Fostering a Culture for Learning

Unsatisfactory	Basic	Proficient	Distinguished
The culture of the class is not conducive to learning and does not support development.	The culture of the class is somewhat conducive to learning and development.	The culture of the class is characterized by high expectations and supports students' learning and development.	Students play an active role in establishing a culture that consistently fosters dialogue, reflection, and growth, allowing all students to experience success.
Critical Attributes			
Purpose and Motivation			
<i>There is little or no sense of purpose for the work or the reasons for doing it are external demands.</i>	<i>The teacher communicates the importance of content, the ultimate purpose of learning, and the value of personal growth with some success.</i>	<i>The teacher and students demonstrate a belief in the importance of learning and personal growth that motivates them to succeed and flourish.</i>	<i>The teacher and students display dedication to learning the content and a sense of purpose for their learning; both content mastery and personal growth are valued by the teacher and students.</i>
Dispositions for Learning			
<i>The teacher ignores or discourages student curiosity and does not ask students to think critically or to reason and reflect.</i>	<i>The teacher occasionally encourages student curiosity, critical thinking, reasoning, and reflection.</i>	<i>The teacher encourages and intentionally develops student curiosity, critical thinking, reasoning, and reflection.</i>	<i>Student curiosity, critical thinking, reasoning, and reflection are clearly evident in the classroom and have a direct effect on instruction, student learning, and development.</i>
Student Agency and Pride in Work			
<i>Students have little or no agency in learning experiences or classroom life.</i>	<i>Students are given some opportunities to exercise agency, though they may not be taken up or may be infrequent.</i>	<i>Students have multiple opportunities to exercise agency, and autonomy is intentionally developed and celebrated.</i>	<i>Students clearly exercise autonomy in their learning and actively suggest ways to make the classroom more joyful, rigorous, and purposeful.</i>
Support and Perseverance			
<i>The teacher conveys that the work is too challenging for all or some of the students or that they lack the perseverance to succeed; students are allowed or expected to quit.</i>	<i>The teacher encourages confidence, resilience, persistence, and teamwork, promoting a conviction that with hard work and perseverance all students can master the content.</i>	<i>The teacher intentionally develops and celebrates confidence, resilience, persistence, and teamwork that support student perseverance.</i>	<i>Students encourage one another to persevere and use strategies to support each other through challenging work.</i>

Sources of Evidence

Component	Observation	Artifact	Data Analysis	Communication	Collaboration	Outcome Evidence	District Goal
2b. Fostering a Culture for Learning	Observation of classroom interactions demonstrating high expectations, intellectual engagement, student agency, perseverance, and a culture of curiosity and growth	Documentation of student goal-setting; classroom displays celebrating student work and growth; rubrics emphasizing growth mindset; student-led learning artifacts	Analysis of student engagement data, work completion rates, and growth indicators reflecting culture of high expectations; review of student self-assessment and reflection data	Communication with students, families, and colleagues regarding learning expectations, growth mindset, student agency, and the importance of perseverance	Participation in grade-level teams, Professional Learning Communities (PLCs), or instructional coaching focused on building classroom cultures of learning and high expectations	Evidence that a strong culture for learning contributes to increased student engagement, intellectual risk-taking, perseverance, and pride in academic accomplishments	Goal 4 – Strengthen Family and Community Partnerships

2c Maintaining Purposeful Environments

Unsatisfactory	Basic	Proficient	Distinguished
Student learning and development are hindered by a lack of routines or inefficient classroom procedures.	Classroom routines and procedures, established or managed primarily by the teacher, support opportunities for student learning and development.	Shared routines and efficient procedures are largely student-directed and maximize opportunities for student learning and development.	Students have a voice and play an active role in designing and adjusting routines and procedures that actively create a respectful learning environment and support the growth of each community member.
Critical Attributes			
Productive Collaboration			
<i>Students are not productively engaged during group work.</i>	<i>Students are somewhat engaged in group work.</i>	<i>Students are productively engaged during small group work, working purposefully and collaboratively with their peers.</i>	<i>Students play an active role in ensuring their time in groups is used purposefully and meets their individual and group needs.</i>
Student Autonomy and Responsibility			
<i>Routines do not support student autonomy or assumption of responsibility.</i>	<i>Routines and procedures partially support student autonomy and assumption of responsibility.</i>	<i>Routines and procedures allow students to operate autonomously and take responsibility for their learning.</i>	<i>Students take responsibility for routines and procedures and take initiative to suggest adjustments that would further support their learning and development.</i>
Equitable Access to Resources and Supports			
<i>Resources and supports are not deployed efficiently, effectively, or equitably.</i>	<i>Resources and supports are managed somewhat efficiently and effectively, though students may not have equitable access.</i>	<i>Resources and supports are deployed efficiently and effectively; all students are able to access what they need.</i>	<i>Resources and supports are deployed equitably; students take initiative in accessing resources and identifying additional supports they need.</i>
Non-Instructional Tasks			
<i>Non-instructional tasks are not completed or completed inefficiently, resulting in loss of instructional time or potential danger to students.</i>	<i>Non-instructional tasks are completed with some efficiency, but instructional time is lost.</i>	<i>Most non-instructional tasks are completed efficiently, with little loss of instructional time.</i>	<i>Non-instructional tasks are completed seamlessly with no loss of instructional time.</i>

Sources of Evidence

Component	Observation	Artifact	Data Analysis	Communication	Collaboration	Outcome Evidence	District Goal
2c. Maintaining Purposeful Environments	Observation of classroom routines, transitions, group work, and management of non-instructional tasks supporting maximized instructional time and student autonomy	Documentation of classroom procedures, routines, and expectations; group work protocols; student leadership roles; resource access systems	Analysis of instructional time data, transition efficiency, and group productivity; review of resource access patterns and equity indicators	Communication with students, families, or colleagues regarding classroom procedures, expectations, group work norms, or shared responsibility	Participation in grade-level teams or coaching cycles focused on classroom management, student-led routines, and equitable resource access	Evidence that purposeful routines and efficient procedures contribute to maximized learning time, equitable access, student autonomy, and productive collaboration	Goal 3 – Ensure Operational Effectiveness and Fiscal Stability

2d Supporting Positive Student Behavior

Unsatisfactory	Basic	Proficient	Distinguished
There is little evidence of explicit modeling, instruction, or guidance related to positive student behavior.	Positive behavior is modeled by the teacher and occasionally taught explicitly.	Students display positive behaviors, which are modeled by teachers and reinforced to promote reflection and recalibration rather than compliance.	Students consistently and independently display positive behaviors and seek opportunities to build a better classroom community.
Critical Attributes			
Expectations for the Learning Community			
<i>The teacher does not communicate expectations or address negative behavior.</i>	<i>The teacher establishes expectations to promote positive behavior but with uneven success.</i>	<i>The teacher and students have successfully established and agreed upon expectations.</i>	<i>Students play an active role in establishing and maintaining expectations, with regular opportunities for critical reflection both individually and as a group.</i>
Modeling and Teaching Habits of Character			
<i>The teacher does not explicitly model or teach habits of character.</i>	<i>The teacher models and teaches habits of character but with uneven success.</i>	<i>The teacher models, explicitly teaches, and reinforces habits of character to promote learning, ethical behavior, and citizenship.</i>	<i>Students take initiative in explicitly discussing and reinforcing habits of character that contribute to a safe and productive learning environment.</i>
Self-Monitoring and Collective Responsibility			
<i>Students take no responsibility for their own behavior and do not display awareness of their impact on others.</i>	<i>The teacher encourages students to monitor their own and one another's behavior and emphasizes collective responsibility but with uneven success.</i>	<i>Students successfully monitor their own behavior and attend to their impact on other students.</i>	<i>Students successfully monitor their own behavior and appropriately support one another in demonstrating positive behavior.</i>

Sources of Evidence							
Component	Observation	Artifact	Data Analysis	Communication	Collaboration	Outcome Evidence	District Goal
2d. Supporting Positive Student Behavior	Observation of classroom interactions demonstrating explicit modeling, teaching, and reinforcement of positive behaviors, habits of character, and collective responsibility	Classroom expectations or community agreements developed with students; documentation of restorative practices; behavior reflection tools; character education materials	Analysis of behavior incident data, restorative outcomes, or Social-Emotional Learning (SEL) indicators identifying patterns and informing behavior support	Communication with students, families, counselors, or administrators regarding behavior expectations, character development, and student progress	Participation in Social-Emotional Learning (SEL) teams, behavior intervention teams, Multi-Tiered System of Supports (MTSS) meetings, or restorative practices coordination	Evidence that explicit teaching of positive behaviors contributes to a safe, productive learning environment with strong student self-regulation and collective responsibility	Goal 4 – Strengthen Family and Community Partnerships

2e Organizing Spaces for Learning

Unsatisfactory	Basic	Proficient	Distinguished
Learning spaces are unsafe, inaccessible, and/or not conducive to learning and development.	Learning spaces are safe and accessible; the arrangement and use of resources partially supports student learning and development.	Learning spaces are thoughtfully designed to address the needs of individual learners within the context of shared experiences.	Learning spaces are thoughtfully co-designed and modified as needed by members of the learning community to address the needs of individuals and create collaborative, joyful spaces for all to learn and grow.
Critical Attributes			
Safety and Accessibility			
<i>The space endangers student safety or is not accessible to all students.</i>	<i>The space is generally safe and accessible with some issues that need to be addressed.</i>	<i>The space is safe and accessible to all students.</i>	<i>Modifications are made to the environment as necessary by students and teachers to accommodate individual needs.</i>
Design for Learning and Development			
<i>The design of the space is an impediment to learning and development.</i>	<i>The design of the space is not an impediment to learning but does not enhance it.</i>	<i>The design of the space supports student learning and development and is appropriate for the goals and activities.</i>	<i>The design of the space optimizes learning and development and is appropriately adjusted to align to goals and activities.</i>
Co-Creation and Shared Ownership			
<i>Students do not help create or arrange the space for learning and demonstrate little pride or ownership in the space.</i>	<i>Students have some voice in creating the space and demonstrate some ownership of it.</i>	<i>Students have a voice in creating the space and demonstrate shared ownership of it.</i>	<i>Students take initiative in designing the space, demonstrate a sense of pride and ownership, and adjust the space as necessary to create a more beautiful and joyful environment.</i>

Sources of Evidence

Component	Observation	Artifact	Data Analysis	Communication	Collaboration	Outcome Evidence	District Goal
2e. Organizing Spaces for Learning	Observation of learning space arrangement, accessibility, safety, and design supporting instructional goals; observation of student engagement with the physical environment	Classroom layout plans; documentation of accommodations or accessibility features; student-created displays; flexible furniture or learning station configurations	Analysis of student engagement and movement patterns; review of safety inspection records and accessibility compliance data	Communication with students, families, custodial staff, occupational therapists, or administrators regarding learning space organization, safety, and accessibility	Collaboration with facilities staff, support services, or grade-level teams to design accessible, purposeful learning environments	Evidence that intentionally designed learning spaces contribute to safe access, student engagement, shared ownership, and effective use of instructional time	Goal 3 – Ensure Operational Effectiveness and Fiscal Stability

DOMAIN 2: Learning Environment

Critical Attribute Summary — Evaluator Quick Reference

2a. Cultivating Respectful and Affirming Environments

Critical Attributes / Evaluator Look Fors

- Positive Relationships
- Sense of Belonging
- Cultural Responsiveness
- Positive Conflict Resolution

2b. Fostering a Culture for Learning

Critical Attributes / Evaluator Look Fors

- Purpose and Motivation
- Dispositions for Learning
- Student Agency and Pride in Work
- Support and Perseverance

2c. Maintaining Purposeful Environments

Critical Attributes / Evaluator Look Fors

- Productive Collaboration
- Student Autonomy and Responsibility
- Equitable Access to Resources and Supports
- Non-Instructional Tasks

2d. Supporting Positive Student Behavior

Critical Attributes / Evaluator Look Fors

- Expectations for the Learning Community
- Modeling and Teaching Habits of Character
- Self-Monitoring and Collective Responsibility

2e. Organizing Spaces for Learning

Critical Attributes / Evaluator Look Fors

- Safety and Accessibility
- Design for Learning and Development
- Co-Creation and Shared Ownership

DOMAIN 3

Learning Experiences

Focus

Engaging students in rich, intellectually challenging learning experiences that support deeper understanding, critical thinking, and student agency.

3a Communicating About Purpose and Content

Unsatisfactory	Basic	Proficient	Distinguished
Communication about purpose and content is unclear or confusing and hinders student learning.	Communication about purpose and content is mostly clear and accurate; it partially supports learning.	Communication about purpose and content is accurate and clear to students; it supports their active engagement in learning experiences and models effective use of language.	Communication about purpose and content is rich, nuanced, and relevant to students inviting them to think critically and contribute intellectually; it encourages curiosity and supports student autonomy.
Critical Attributes			
Purpose for Learning and Criteria for Success			
<i>The teacher does not convey to students what they will be learning.</i>	<i>The teacher partially explains the purpose of learning but with little elaboration or specificity.</i>	<i>The teacher clearly explains what students will be learning and why, how it is situated within broader purposes, how they will learn it, and what success will look like.</i>	<i>Students are able to explain the purpose and value of what they are learning and connect it to broader purposes, both within the curriculum and their own lives.</i>
Specific Expectations			
<i>The teacher's unclear or incomplete explanation of the learning activities hinders student engagement.</i>	<i>Expectations for the learning activities are somewhat clear to students.</i>	<i>The teacher clearly explains and models, if appropriate, the learning activities, consistently supporting and reinforcing student engagement.</i>	<i>The teacher and students anticipate and address possible challenges within the learning activities; students use or suggest other strategies, approaches, or processes for learning.</i>
Explanations of Content			
<i>The teacher makes significant content errors or fails to provide clear explanations, affecting student understanding of the content.</i>	<i>The teacher makes minor content errors or provides explanations of the content that are somewhat confusing and that only invite minimal participation or engagement by students.</i>	<i>The teacher's explanations of content are accurate, appropriately scaffolded, and relevant to the experiences of students; content is explained in multiple, engaging ways to support conceptual understanding.</i>	<i>Students discuss and explain content clearly and precisely; their communication about content and its application demonstrate critical thinking, curiosity, and understanding of its purpose and relevance.</i>
Use of Academic Language			
<i>The teacher's communications include incorrect or imprecise use of academic language.</i>	<i>The teacher's use of academic language is generally correct but may need further explanation or be too simplistic to support student learning.</i>	<i>The teacher's content-specific language and vocabulary are accurate, academically rigorous, and well-suited to students and lessons, providing a model to support student development.</i>	<i>Rich and rigorous language and vocabulary are consistently and effectively used by the teacher and students.</i>

Sources of Evidence

Component	Observation	Artifact	Data Analysis	Communication	Collaboration	Outcome Evidence	District Goal
3a. Communicating About Purpose and Content	Observation of lesson delivery demonstrating clear communication of purpose, accurate content explanations, scaffolded academic language, and student-friendly success criteria	Learning objectives posted or shared with students; success criteria and rubrics; word walls and academic vocabulary supports; anchor charts and visual scaffolds	Analysis of student work, exit tickets, or formative assessment data demonstrating student understanding of purpose, expectations, and content	Communication with students, families, colleagues, or Multilingual Learner (ML) specialists regarding learning purposes, academic language demands, and content explanations	Participation in Professional Learning Communities (PLCs), language acquisition teams, or coaching cycles focused on clear communication and academic language development	Evidence that clear communication about purpose and content contributes to improved student understanding, academic language use, and meaningful intellectual engagement	Goal 4 – Strengthen Family and Community Partnerships

3b Using Questioning and Discussion Techniques

Unsatisfactory	Basic	Proficient	Distinguished
Questioning and discussion are absent or do not support learning and development.	Questioning and discussion, primarily framed and led by the teacher, are used to support student learning and development.	Questioning and discussion, framed or led by the teacher and students, effectively support critical thinking, reasoning, and reflection.	Students intentionally use questioning and discussion to develop their own and others' thinking, reasoning skills, and habits of reflection.
Critical Attributes			
Critical Thinking and Deeper Learning			
<i>Questioning and discussion do not invite student thinking, are of little cognitive challenge, and often have a single correct response.</i>	<i>The teacher frames questions to promote critical thinking and deeper understanding but with uneven success.</i>	<i>Open-ended and higher-level questions and genuine discussions allow students to think critically and offer multiple perspectives, challenging them to deepen understanding.</i>	<i>Students initiate higher-order questions and extend discussions with confidence, applying and developing critical thinking, curiosity, and deeper understanding.</i>
Reasoning and Reflection			
<i>Questioning and discussion do not invite or require students to explain their thinking.</i>	<i>Questioning and discussion invite students to explain their thinking and reflect on their learning, but students are only somewhat successful at doing so.</i>	<i>Through questioning and discussion, students have the opportunity to reason, reflect on learning, and justify their thinking, and successfully do so.</i>	<i>Students use questions and discussions to challenge one another's thinking with respect and humility, successfully justify their reasoning, and collaboratively generate new ideas and lines of inquiry.</i>
Student Participation			
<i>Questions and discussions are between teacher and select students; students do not engage in dialogue with one another or ask each other questions.</i>	<i>The teacher calls on many students or invites them to respond directly to one another, but only some students answer or participate in the discussion.</i>	<i>The teacher successfully engages students in discussion; students actively participate and ask questions of one another.</i>	<i>Students formulate questions, initiate discussion, and assume responsibility for ensuring that all voices are heard.</i>

Sources of Evidence							
Component	Observation	Artifact	Data Analysis	Communication	Collaboration	Outcome Evidence	District Goal
3b. Using Questioning and Discussion Techniques	Observation of lesson delivery demonstrating use of open-ended questions, structured discussion protocols, student-to-student dialogue, and opportunities for reasoning and reflection	Lesson plans with planned higher-order questions; discussion protocols; documentation of student-generated questions; thinking maps or reasoning frames	Analysis of student talk data, participation patterns, or discussion artifacts demonstrating depth of reasoning and equitable participation	Communication with colleagues, coaches, or instructional leaders regarding questioning strategies, discussion techniques, and student participation	Participation in Professional Learning Communities (PLCs), coaching cycles, or instructional rounds focused on questioning and discussion practices	Evidence that effective questioning and discussion contribute to deeper student thinking, equitable participation, and the development of reasoning and reflection skills	Goal 4 – Strengthen Family and Community Partnerships

3c Engaging Students in Learning

Unsatisfactory	Basic	Proficient	Distinguished
Learning experiences do not require active intellectual engagement by students.	Learning experiences partially engage students intellectually; the activities require students to do some thinking.	Learning experiences support curiosity and exploration and encourage higher-order thinking; students engage in multiple ways and represent their ideas and responses through multiple means.	Students take initiative to increase the challenge or complexity of learning experiences and make suggestions for modifications that increase meaning and relevance.
Critical Attributes			
Rich Learning Experiences			
<i>Tasks are inappropriate for students in the class, many students are not engaged in them, or they may only require recall or use a single approach.</i>	<i>Students are partially engaged in tasks that require thinking as opposed to only recall; some tasks have multiple correct responses or approaches.</i>	<i>All students engage in activities that support agency and require critical thinking; tasks require high levels of intellectual engagement and students explain their thinking.</i>	<i>Through choices provided by the teacher or their own initiative, students modify learning tasks to make them more meaningful or challenging.</i>
Collaboration and Teamwork			
<i>Students do not collaborate, they do not engage with one another effectively, and/or instructional groupings are inappropriate for the task.</i>	<i>Students collaborate during the lesson in ways that are mostly suitable to the activities and outcomes and partially support learning for each student; they work well together during group activities.</i>	<i>Student collaboration is a key component of learning and engagement in the class, instructional groupings are strategically arranged to support learning and engagement, and effective teamwork is explicitly taught and celebrated.</i>	<i>Students take initiative to collaborate in new or unplanned ways that further their learning; they actively serve as resources for one another and focus on making their learning more engaging and meaningful.</i>
Use of Instructional Materials and Resources			
<i>Instructional materials and resources are not used correctly or effectively by the students, are not supportive of their learning, and/or are not equitably available.</i>	<i>Instructional materials and resources are used by the students with some success to support learning, and students have equitable access to them.</i>	<i>Instructional materials and resources are used effectively to support intellectual engagement and deep learning of the content; they are varied and used to support equitable access to the content.</i>	<i>Students take initiative in using instructional materials and resources by adapting them appropriately for their own needs; they suggest modifications or additions to make them more relevant or challenging.</i>
Opportunities for Thinking and Reflection			
<i>The pace of the lesson is too slow or is rushed, or opportunities for thought and reflection are poorly implemented; students do not have time to reflect or consolidate understanding.</i>	<i>The pacing of the lesson provides opportunities for some thought and reflection, allowing students to engage and develop understanding.</i>	<i>The pacing of the lesson supports high levels of intellectual engagement and deeper learning; students have multiple and effective opportunities to think, reflect, and consolidate understanding.</i>	<i>Through opportunities provided by the teacher or their own initiative, students demonstrate autonomy and effective use of strategies for reflection; they are able to identify and advocate for their own need to engage in further processing or reflection in order to consolidate understanding and solidify new learning.</i>

Sources of Evidence

Component	Observation	Artifact	Data Analysis	Communication	Collaboration	Outcome Evidence	District Goal
3c. Engaging Students in Learning	Observation of lesson delivery demonstrating intellectually engaging tasks, productive collaboration, effective use of materials, and intentional pacing for thinking and reflection	Lesson plans featuring rich tasks and student choice; collaborative protocols; reflection tools; documentation of student-led modifications to learning experiences	Analysis of student engagement data, work quality, collaboration outcomes, and reflection artifacts; review of formative assessment data demonstrating depth of engagement	Communication with students, families, colleagues, or coaches regarding task design, student engagement, collaborative learning, and reflection practices	Participation in Professional Learning Communities (PLCs), grade-level teams, or coaching cycles focused on task design and engaging instructional practices	Evidence that intellectually engaging learning experiences contribute to deeper student understanding, agency, productive collaboration, and reflection on learning	Goal 4 – Strengthen Family and Community Partnerships

3d Using Assessment for Learning

Unsatisfactory	Basic	Proficient	Distinguished
Formative assessment is not used during instruction or is not aligned to the instructional purpose of the lesson.	Formative assessment partially supports student learning and development.	The teacher and students use formative assessments to elicit evidence of understanding, analyze progress, and provide constructive feedback.	Students take initiative to analyze their own progress against a clear standard in order to achieve the outcome and identify new opportunities and challenges.
Critical Attributes			
Clear Standards for Success			
<i>The teacher does not share assessment criteria, describe what high-quality work looks like, or explain how students will know they are successful.</i>	<i>Students partially understand how they will know they are progressing successfully and how their work will be evaluated.</i>	<i>The standards of high-quality work and success are clear to students and provide the opportunity for self-assessment.</i>	<i>Students and those who support them have an active voice in establishing standards for success that are relevant and ambitious; they clearly understand how their progress is being assessed.</i>
Monitoring Student Understanding			
<i>The teacher does not determine whether students are progressing toward mastery of the goals and provides no structured opportunities for students to monitor their own progress.</i>	<i>The teacher's attempts to monitor student understanding and support self-assessment are limited or only partially effective.</i>	<i>The teacher uses questions and assessments to elicit accurate evidence of student understanding and models strategies for self-assessment, allowing students to successfully analyze their own progress toward goals.</i>	<i>Students take initiative to monitor their own understanding through planned tasks, assessments, and strategies of self-assessment to understand their progress, make adjustments, and identify new or alternative pathways and goals.</i>
Timely, Constructive Feedback			
<i>Students receive no feedback, or the only feedback given is global or for only a few students.</i>	<i>The teacher provides some feedback, but the feedback is unclear or not oriented toward improvement or mastery.</i>	<i>Students receive timely, constructive feedback from the teacher or others that advances learning.</i>	<i>Students make decisions and assume responsibility for their learning using high-quality, improvement-focused feedback from many sources.</i>

Sources of Evidence

Component	Observation	Artifact	Data Analysis	Communication	Collaboration	Outcome Evidence	District Goal
3d. Using Assessment for Learning	Observation of lesson delivery demonstrating use of formative assessment strategies, clear success criteria, monitoring of student understanding, and timely feedback	Rubrics and success criteria shared with students; exit tickets and formative assessment tools; student self-assessment artifacts; documented feedback samples	Analysis of formative assessment data, exit ticket trends, student self-assessment results, and student response patterns informing instructional adjustments	Communication with students, families, colleagues, or coaches regarding success criteria, formative assessment, feedback strategies, and student self-assessment	Participation in Professional Learning Communities (PLCs), data teams, or coaching cycles focused on formative assessment and feedback practices	Evidence that effective use of formative assessment contributes to improved student understanding of expectations, self-assessment skills, and progress toward mastery	Goal 2 – Empower Data-Driven Decision Making and Accountability

3e Responding Flexibly to Student Needs

Unsatisfactory	Basic	Proficient	Distinguished
The teacher makes no adjustments to learning experiences, even when warranted, and is not responsive to student needs.	The teacher makes some adjustments to learning experiences and is responsive to student needs with partial success.	The teacher's adjustments and responsiveness lead to deeper understanding for students and/or new learning experiences.	Based on self-monitoring and reflection, students voice their needs, ask questions, and make suggestions that lead to adjustments and modifications or spark new learning opportunities.
Critical Attributes			
Evidence-Based Adjustments			
<i>The teacher does not recognize, or ignores, evidence of low engagement or lack of student understanding.</i>	<i>The teacher attempts to adjust learning experiences based on evidence but is only partially successful.</i>	<i>The teacher effectively adjusts learning experiences based on real-time evidence and students' individual and specific needs.</i>	<i>Students voice their needs and assume responsibility for their own learning by making necessary adjustments to the learning experiences with the support and encouragement of the teacher.</i>
Receptiveness and Responsiveness			
<i>The teacher brushes aside or does not fully address students' questions or difficulties.</i>	<i>The teacher attempts to incorporate students' questions and respond to their interests but only minimally or with limited success.</i>	<i>The teacher incorporates students' interests and questions into learning experiences to deepen understanding and encourage curiosity and autonomy.</i>	<i>Students identify new learning opportunities and take the initiative to pursue them on their own, with their peers, or with the support of the teacher or others in the school and beyond.</i>
Determination and Persistence			
<i>The teacher does not convey a level of responsibility for student learning and success or is uncertain about how to assist students.</i>	<i>The teacher conveys responsibility and commitment to efficacy but lacks certainty or is only partially successful in responding to student difficulties.</i>	<i>Drawing on a broad repertoire of strategies, the teacher persists in seeking alternative approaches and pathways when students experience difficulty.</i>	<i>Students demonstrate determination and persistence when they experience difficulties; they seek and receive effective support from the teacher and others.</i>

Sources of Evidence

Component	Observation	Artifact	Data Analysis	Communication	Collaboration	Outcome Evidence	District Goal
3e. Responding Flexibly to Student Needs	Observation of lesson delivery demonstrating real-time instructional adjustments based on student response, responsiveness to questions and needs, and persistence in supporting student understanding	Lesson plans with built-in adjustment points; documented instructional adaptations; student-suggested modifications; differentiation artifacts responsive to student needs	Analysis of formative assessment data, exit tickets, or student response patterns informing real-time adjustments; review of intervention effectiveness data	Communication with students, families, colleagues, or specialists regarding student needs, instructional adjustments, and supports	Participation in Multi-Tiered System of Supports (MTSS) meetings, intervention teams, or coaching cycles focused on responsive instruction and differentiation	Evidence that flexible, evidence-based instructional adjustments contribute to improved student understanding, persistence, and access to meaningful learning experiences	Goal 4 – Strengthen Family and Community Partnerships

DOMAIN 3: Learning Experiences

Critical Attribute Summary — Evaluator Quick Reference

3a. Communicating About Purpose and Content

Critical Attributes / Evaluator Look Fors

- Purpose for Learning and Criteria for Success
- Specific Expectations
- Explanations of Content
- Use of Academic Language

3b. Using Questioning and Discussion Techniques

Critical Attributes / Evaluator Look Fors

- Critical Thinking and Deeper Learning
- Reasoning and Reflection
- Student Participation

3c. Engaging Students in Learning

Critical Attributes / Evaluator Look Fors

- Rich Learning Experiences
- Collaboration and Teamwork
- Use of Instructional Materials and Resources
- Opportunities for Thinking and Reflection

3d. Using Assessment for Learning

Critical Attributes / Evaluator Look Fors

- Clear Standards for Success
- Monitoring Student Understanding
- Timely, Constructive Feedback

3e. Responding Flexibly to Student Needs

Critical Attributes / Evaluator Look Fors

- Evidence-Based Adjustments
- Receptiveness and Responsiveness
- Determination and Persistence

DOMAIN 4

Principled Teaching

Focus

Engaging in reflective practice, documenting student progress, partnering with families and communities, and growing professionally in service of students.

4a Engaging in Reflective Practice

Unsatisfactory	Basic	Proficient	Distinguished
The teacher does not appear to engage in reflective practice, does not know whether students achieved the outcomes, or misjudges the success of instruction.	The teacher's reflective practice leads to some accurate assessment of student success of instruction but does not follow through with analysis and changes to practice.	The teacher's reflective practice, based on consideration of evidence of student learning and development, leads to an accurate assessment of the success of instruction and results in specific changes and adjustments.	The teacher consistently engages in reflective practice that leads to a thorough and accurate assessment of the success of instruction, exploration of new ideas and approaches, and ongoing changes to practices and mindsets focused on supporting students who need it most.
Critical Attributes			
Self-Assessment of Teaching			
<i>The teacher does not reflect on experiences or draws inaccurate or incomplete conclusions about their success.</i>	<i>The teacher has a partially accurate but incomplete sense about whether or not instructional practices were successful or had the desired impact on student learning and development.</i>	<i>The teacher draws on evidence from the lesson, including student work, to assess the effectiveness of specific elements of instruction and their impact on student learning and development.</i>	<i>The teacher's assessment of the lesson is based on multiple sources of evidence, leads to a thoughtful and accurate analysis of practice, and addresses the specific impact of the design or execution of elements of instruction on student learning and development.</i>
Analysis and Discovery			
<i>The teacher does not or is unable to analyze their impact on student success and/or makes no suggestions for growth or improvement.</i>	<i>The teacher analyzes some aspects of their practice but may not consider alternative approaches, recognize the impact of their own mindsets or beliefs, and/or be willing to explore new strategies or ideas.</i>	<i>The teacher analyzes the impact of their own actions and beliefs on student learning, learns about alternative perspectives and approaches, and begins to build new knowledge and skills that enhance learning.</i>	<i>The teacher critically analyzes the impact of practices, values, and beliefs on student learning and consistently focuses on acquiring new knowledge and skills to enhance learning, prioritizing improvement for students who need it the most.</i>
Application and Continuous Improvement			

Unsatisfactory	Basic	Proficient	Distinguished
<i>The teacher does not plan for or consider opportunities to improve practice.</i>	<i>Based on reflection, the teacher has some plans for future action that will better support student learning and development.</i>	<i>Based on reflection, the teacher considers multiple paths forward; communicates a commitment to the success of all students; and plans, practices, and implements improvements.</i>	<i>Based on reflection, the teacher focuses on the best course of action for student success, demonstrates perseverance in the face of challenges, implements new ideas and strategies and continues to reflect on and analyze the results.</i>

Sources of Evidence							
Component	Observation	Artifact	Data Analysis	Communication	Collaboration	Outcome Evidence	District Goal
4a. Engaging in Reflective Practice	Observation of post-lesson reflection conversations, coaching debriefs, or planning discussions demonstrating evidence-based self-assessment and articulation of instructional adjustments	Reflection journals; lesson reflection notes; professional growth plans; documented instructional changes based on reflection; coaching cycle artifacts	Analysis of student outcome data informing reflection on instructional effectiveness; review of multiple sources of evidence used in self-assessment of teaching practice	Communication with colleagues, coaches, mentors, or supervisors regarding reflection on practice, evidence of impact, and plans for instructional growth	Participation in Professional Learning Communities (PLCs), coaching cycles, peer observations, or instructional rounds focused on reflective practice and continuous improvement	Evidence that consistent reflective practice contributes to accurate self-assessment, intentional instructional changes, and improved student learning outcomes over time	Goal 2 – Empower Data-Driven Decision Making and Accountability

4b Documenting Student Progress

Unsatisfactory	Basic	Proficient	Distinguished
<p>There is no system for documenting student progress, the system is ineffective and inefficient, or it does not provide relevant information to students and those who support them.</p>	<p>The teacher documents some aspects of student progress in a manner that is accessible to students and those who support them.</p>	<p>The teacher documents and celebrates student progress toward mastery, focusing on the attainment of learning and developmental goals; students and those who support them engage in reflection on their progress.</p>	<p>Students monitor progress toward mastery and their own attainment of learning and development goals; they analyze and discuss their progress with the teacher and those who support them.</p>
Critical Attributes			
Student Progress Toward Mastery			
<p><i>The teacher does not adequately track student progress or the approach is not focused on mastery or aligned to goals.</i></p>	<p><i>The teacher tracks student progress toward mastery but it is not comprehensive or may not be useful to students and those who support them.</i></p>	<p><i>There is a clear system for tracking progress toward mastery and the teacher communicates understandable and useful information to students and those who support them.</i></p>	<p><i>Students are consistently aware of their own progress toward mastery of their goals; they are able to identify, reflect on, and discuss their strengths and needs based on clear evidence of progress.</i></p>
Shared Ownership			
<p><i>The teacher does not engage students or those who support them in setting, understanding, or monitoring progress toward goals.</i></p>	<p><i>The teacher makes attempts to engage students and those who support them in identifying goals and monitoring progress toward them, with partial success.</i></p>	<p><i>The teacher engages students and those who support them in setting and monitoring their progress toward their goals; students play an active role in analyzing and celebrating their success.</i></p>	<p><i>Students and those who support them are engaged as full partners in setting goals, monitoring progress, and evaluating and celebrating success.</i></p>
Maintaining Reliable Records			
<p><i>The teacher does not have systems for tracking student learning or other records, or the systems are inaccurate, confusing, or inaccessible.</i></p>	<p><i>The teacher has systems for tracking student learning and other records that are accessible to students and those who support them, but they are partially inaccurate or may not be comprehensive.</i></p>	<p><i>The teacher has accurate and accessible systems for tracking student learning and other records; they use these systems efficiently and effectively.</i></p>	<p><i>The teacher's systems are consistently accurate and effective; as appropriate, students contribute information and participate in maintaining reliable evidence of their learning and other records.</i></p>

Sources of Evidence

Component	Observation	Artifact	Data Analysis	Communication	Collaboration	Outcome Evidence	District Goal
4b. Documenting Student Progress	Observation of data conferences, student-led progress conferences, or planning discussions referencing documented progress and goal-setting with students	Gradebooks; progress monitoring tools; student data binders or portfolios; goal-setting documents; parent communication records; progress reports	Analysis of student progress data, mastery tracking systems, and goal attainment records; review of accuracy and completeness of documentation systems	Communication with students, families, colleagues, counselors, or administrators regarding student progress, goal-setting, and documented evidence of learning	Participation in data team meetings, Professional Learning Communities (PLCs), Multi-Tiered System of Supports (MTSS) meetings, or family conferences focused on documented student progress	Evidence that accurate progress documentation contributes to shared ownership of learning, informed instructional decisions, and improved student goal attainment	Goal 2 – Empower Data-Driven Decision Making and Accountability

4c Engaging Families and Communities

Unsatisfactory	Basic	Proficient	Distinguished
The teacher does not engage students' families or the community, engages them infrequently, or does so disrespectfully.	The teacher makes some efforts to engage families and communities and does so in a respectful manner.	The teacher engages students' families and communities in a respectful and culturally responsive manner, making information readily available and inviting participation in the intellectual life of the classroom.	The teacher's frequent and ongoing engagement of families and communities demonstrates a clear value for the role they play in student learning and is focused on forging partnerships that further the academic and personal success of each and every student.
Critical Attributes			
Respect and Cultural Competence			
<i>The teacher is unable to engage families or does so in ways that are disrespectful or demonstrate bias.</i>	<i>The teacher's efforts to engage families and communities are respectful and demonstrate some cultural awareness and a commitment to learn more.</i>	<i>The teacher engages families and communities with respect and cultural awareness, learning and affirming their values and cultural backgrounds.</i>	<i>The teacher, students, and families partner together to support student success in a manner that honors the contributions of all and focuses on meeting the needs of students.</i>
Community Values			
<i>The teacher does not take the values of families into account when planning learning experiences or designing learning environments.</i>	<i>The teacher makes some efforts to engage families and communities in contributing to the ethos and values of the learning community.</i>	<i>The teacher engages families in co-creating elements of the learning community that reflect the values of the larger community.</i>	<i>The teacher, students, and families partner together to establish a learning community that honors the ethos and values of all members.</i>
Instructional Program			
<i>Little or no information about the standards, curriculum, or learning expectations is available to parents.</i>	<i>The teacher shares basic information about the standards, curriculum, or learning expectations; the information is limited, inaccessible, or incomplete.</i>	<i>The teacher frequently shares accessible, informative updates about the standards, curriculum, and/or learning expectations and seeks input from families.</i>	<i>The teacher partners with families to ensure that everyone who supports students understands the instructional program and has opportunities to engage thoughtfully in its development.</i>
Engagement in Learning Experiences			
<i>The teacher provides no opportunities for families to engage in learning experiences with students.</i>	<i>The teacher invites families to engage in learning experiences with students but with limited success.</i>	<i>The teacher includes families and caregivers in learning experiences by creating opportunities for them to support students and engage in the learning community.</i>	<i>The teacher views and incorporates families as essential partners in learning experiences.</i>

Sources of Evidence

Component	Observation	Artifact	Data Analysis	Communication	Collaboration	Outcome Evidence	District Goal
4c. Engaging Families and Communities	Observation of family communication, parent conferences, family events, or interactions demonstrating culturally responsive engagement and partnership	Family communication records; translated materials; documentation of family events or learning experiences; curriculum overviews shared with families; family input artifacts	Analysis of family engagement data, parent participation rates, communication frequency, and family feedback informing engagement practices	Communication with families through multiple platforms and languages regarding student progress, curriculum, classroom events, and learning expectations	Collaboration with parent coordinators, family liaisons, community partners, or interpreters to support inclusive and culturally responsive family engagement	Evidence that meaningful family and community engagement contributes to stronger partnerships, increased family participation, and improved student learning and well-being	Goal 4 – Strengthen Family and Community Partnerships

4d Contributing to School Community and Culture

Unsatisfactory	Basic	Proficient	Distinguished
The teacher is not an active member of the school community or contributes negatively to the culture of learning and values of the school.	The teacher makes modest contributions to the school culture, supporting professional learning and upholding the values of the school.	The teacher takes initiative in contributing to and leading events, programs, or activities that further the culture of learning in the school and bring the values of the school to life through modeling and positive action.	The teacher takes a leadership role in defining, modeling, and holding self and peers accountable to the values and intellectual life of the school, leading with an emphasis on meeting the needs of students and families.
Critical Attributes			
Relational Trust and Collaborative Spirit			
<i>The teacher's relationships with colleagues are characterized by negativity or combativeness.</i>	<i>The teacher has cordial relationships with colleagues but may not have established many trusting or collaborative relationships with colleagues.</i>	<i>The teacher has supportive and collaborative relationships with colleagues that are built on mutual respect and trust.</i>	<i>The teacher actively builds relational trust with colleagues and models collaboration focused on student success.</i>
Culture of Inquiry and Innovation			
<i>The teacher avoids activities promoting professional inquiry or only participates when required, making few or negative contributions.</i>	<i>The teacher participates in professional inquiry with colleagues when invited to do so and occasionally contributes to their success.</i>	<i>The teacher regularly and actively participates in and contributes thoughtfully to professional inquiry.</i>	<i>The teacher takes a leadership role in promoting and ensuring the success of professional inquiry, modeling and supporting a culture of inquiry across the school.</i>
Service to the School			
<i>The teacher avoids involvement in school events, projects, and initiatives.</i>	<i>The teacher participates in school events, projects, and initiatives as expected.</i>	<i>The teacher makes a substantial contribution to school events, projects, and initiatives.</i>	<i>The teacher takes a leadership role in events, projects, and initiatives that contribute to the overall success of the school.</i>

Sources of Evidence

Component	Observation	Artifact	Data Analysis	Communication	Collaboration	Outcome Evidence	District Goal
4d. Contributing to School Community and Culture	Observation of collaborative interactions with colleagues, participation in school events, committee meetings, or school improvement initiatives demonstrating contribution to school culture	Documentation of committee membership; school event participation; leadership roles in initiatives; contributions to school improvement plans; collaborative project artifacts	Analysis of school climate data, professional collaboration indicators, or school improvement metrics reflecting contributions to school community	Communication with colleagues, administrators, or school community members regarding school initiatives, professional inquiry, or shared school values	Participation in school leadership teams, committees, Professional Learning Communities (PLCs), school improvement teams, or cross-functional initiatives	Evidence that active contribution to school community contributes to a strong collaborative culture, successful school initiatives, and improved school-wide outcomes	Goal 1 – Advance Instructional Excellence by Cultivating a High-Performing Workforce

4e Growing and Developing Professionally

Unsatisfactory	Basic	Proficient	Distinguished
The teacher does not engage in professional inquiry or learning focused on developing knowledge, skills, and mindsets, or does so reluctantly.	The teacher engages in professional inquiry and learning focused on developing knowledge, skills, and mindsets individually and with colleagues that is often determined or directed by others.	The teacher directs their own professional inquiry and learning in collaboration with colleagues and demonstrates curiosity and energy for professional conversations and growth focused on developing knowledge, skills, and mindsets.	The teacher appropriately exercises autonomy to direct professional learning for themselves and their colleagues, taking a leadership role in the school, setting direction, and supporting colleagues to engage in inquiry and innovation.
Critical Attributes			
Curiosity and Autonomy			
<i>The teacher demonstrates little or no interest in professional learning and takes no initiative to improve.</i>	<i>The teacher engages in recommended and available professional learning opportunities and takes some initiative in seeking additional opportunities for professional growth.</i>	<i>The teacher regularly seeks out and identifies high-quality opportunities to grow and learn, identifying problems of practice or areas of inquiry that inform individual and collaborative learning opportunities.</i>	<i>The teacher takes a leadership role in the school, directing their own and others' learning as appropriate based on an inquiry-driven approach that prioritizes the needs of students.</i>
Developing Cultural Competence			
<i>The teacher demonstrates little or no cultural knowledge or awareness and/or assigns negative value to cultural differences.</i>	<i>The teacher has some cultural knowledge, is developing understanding of the values and beliefs of other cultures, and is beginning to engage in the reflective work necessary to become more culturally competent.</i>	<i>The teacher accepts and respects cultural differences and actively seeks to understand the influence of culture, bias, and inequities on students' success.</i>	<i>The teacher demonstrates cultural competence, is continually assessing and developing their own knowledge and skills, and leads others in the school community to develop new approaches that value differences and address inequities.</i>
Enhancing Knowledge and Skills			
<i>The teacher does not stay current on content and pedagogical knowledge.</i>	<i>The teacher engages in activities designed specifically to strengthen content and pedagogical knowledge and deeper understanding of curriculum.</i>	<i>The teacher takes initiative in deepening content knowledge and understanding the curriculum individually and in collaboration with colleagues.</i>	<i>The teacher is an expert and leader in understanding and continuously improving and refining their knowledge of content, pedagogy, and curriculum.</i>
Seeking and Acting on Feedback			
<i>The teacher resists discussing feedback on their practice or ignores feedback that is given.</i>	<i>The teacher invites, accepts, and acts on feedback given by colleagues.</i>	<i>The teacher invites feedback from colleagues, plays an active role in the analysis of practice, and works collaboratively to understand and act on feedback.</i>	<i>The teacher takes a leadership role in supporting a school culture of growth and modeling a process for seeking, providing, and acting on feedback.</i>

Sources of Evidence

Component	Observation	Artifact	Data Analysis	Communication	Collaboration	Outcome Evidence	District Goal
4e. Growing and Developing Professionally	Observation of participation in professional learning, coaching conversations, peer observations, or feedback discussions demonstrating commitment to professional growth	Professional growth plans; documentation of professional learning participation; certificates or evidence of advanced learning; feedback artifacts; reflection on professional development	Analysis of professional learning participation data, growth indicators, instructional improvement metrics, and feedback patterns informing ongoing development	Communication with coaches, mentors, colleagues, or supervisors regarding professional growth goals, feedback, and learning opportunities	Participation in Professional Learning Communities (PLCs), coaching cycles, mentoring relationships, district professional development, or external professional learning	Evidence that ongoing professional growth contributes to enhanced instructional practice, cultural competence, and improved student learning outcomes	Goal 1 – Advance Instructional Excellence by Cultivating a High-Performing Workforce

4f Acting in Service of Students

Unsatisfactory	Basic	Proficient	Distinguished
The teacher acts unethically and does not understand the needs of students or make decisions in their best interest.	The teacher acts ethically and attempts to make deliberate decisions in the best interest of students, families, and colleagues.	The teacher models high standards of ethical practice and wise decision making on behalf of students, families, and colleagues.	The teacher is a leader in the school in defining and upholding high standards of ethical practice and modeling wise decision-making that honors the inherent worth and dignity of each and every student and prioritizes their needs.
Critical Attributes			
Acting with Care, Honesty, and Integrity			
<i>The teacher's actions are uncaring or dishonest.</i>	<i>The teacher acts honestly and with care and integrity.</i>	<i>The teacher is known for and looked to as a model of care, honesty, and integrity.</i>	<i>The teacher is a leader in the school in modeling and upholding care, honesty, and integrity, and encourages students and teachers to seek opportunities to develop these qualities.</i>
Ethical Decision-Making			
<i>The teacher makes unwise, rushed, or heated decisions or makes decisions that are self-serving.</i>	<i>The teacher seeks to make wise, discerning decisions in the best interest of students and engages other stakeholders in these decisions whenever possible or practical.</i>	<i>The teacher makes wise, discerning decisions in the best interest of students even under challenging circumstances or when priorities or values collide.</i>	<i>The teacher is a leader in the school in modeling and upholding wise decision making that is in the best interest of students, families, and colleagues, and supports students and colleagues to develop their capacity to be more discerning.</i>
Advocacy			
<i>The teacher fails to act on behalf of students when deliberate action is warranted.</i>	<i>The teacher addresses the needs of students through their actions but may do so inconsistently or with partial success.</i>	<i>The teacher is an advocate for all students in and beyond the classroom, taking deliberate action on their behalf that aligns with the school's and community's values, even when it may not be popular.</i>	<i>The teacher serves as a model of advocacy for students and acts as a leader in the school, identifying and working to change policies and practices that do not align with community values or may cause harm to students.</i>

Sources of Evidence

Component	Observation	Artifact	Data Analysis	Communication	Collaboration	Outcome Evidence	District Goal
4f. Acting in Service of Students	Observation of interactions with students, families, and colleagues demonstrating ethical practice, care, integrity, and advocacy on behalf of students	Documentation of advocacy efforts; communication demonstrating ethical decision-making; records of student support; participation in equity or student-centered initiatives	Analysis of student outcome data, equity indicators, or advocacy outcomes reflecting student-centered ethical practice	Communication with students, families, colleagues, counselors, or administrators reflecting ethical practice, care, and advocacy for student needs	Participation in equity teams, Multi-Tiered System of Supports (MTSS) meetings, Child Study Team (CST) meetings, or advocacy initiatives focused on student well-being and rights	Evidence that ethical practice and student advocacy contribute to a school culture that honors student dignity, prioritizes student needs, and supports equitable outcomes	Goal 2 – Empower Data-Driven Decision Making and Accountability

DOMAIN 4: Principled Teaching

Critical Attribute Summary — Evaluator Quick Reference

4a. Engaging in Reflective Practice

Critical Attributes / Evaluator Look Fors

- Self-Assessment of Teaching
- Analysis and Discovery
- Application and Continuous Improvement

4b. Documenting Student Progress

Critical Attributes / Evaluator Look Fors

- Student Progress Toward Mastery
- Shared Ownership
- Maintaining Reliable Records

4c. Engaging Families and Communities

Critical Attributes / Evaluator Look Fors

- Respect and Cultural Competence
- Community Values
- Instructional Program
- Engagement in Learning Experiences

4d. Contributing to School Community and Culture

Critical Attributes / Evaluator Look Fors

- Relational Trust and Collaborative Spirit
- Culture of Inquiry and Innovation
- Service to the School

4e. Growing and Developing Professionally

Critical Attributes / Evaluator Look Fors

- Curiosity and Autonomy
- Developing Cultural Competence
- Enhancing Knowledge and Skills
- Seeking and Acting on Feedback

4f. Acting in Service of Students

Critical Attributes / Evaluator Look Fors

- Acting with Care, Honesty, and Integrity
- Ethical Decision-Making
- Advocacy

