

K-12

Demonstrates ability to enhance academic performance and support for implementation of the school district's student achievement goals.

IA 1.A

- a** Provides multiple forms of evidence of student learning and growth to students, families, and staff.

- b** Implements strategies supporting student, building, and district goals. IA1.B

- c** Uses student performance data as a guide for decision making. IA1.C

- d** Accepts and demonstrates responsibility for creating a classroom culture that supports the learning of every student. IA1.D

- e** Creates an environment of mutual respect, rapport, and fairness. IA1.E

- f** Participates in and contributes to a school culture that focuses on improved student learning. IA1.F

- g** Communicates with students, families, colleagues, and communities effectively and accurately. IA1.G

Demonstrates competence in content knowledge appropriate to the teaching position.

- a** Understands and uses key concepts, underlying themes, relationships, and different perspectives related to the content area. IA2.A

- b** Uses knowledge of student development to make learning experiences in the content area meaningful and accessible for every student. IA2.B

- c** Relates ideas and information within and across content areas. IA2.C

- d** Understands and uses instructional strategies that are appropriate to the content area. IA2.D

Demonstrates competence in planning and preparing for instruction.

- a** Uses student achievement data, local standards, and the district curriculum in planning for instruction. IA3.A

- b** Sets and communicates high expectations for social, behavioral, and academic success of all students. IA3.B

- c** Uses student's developmental needs, backgrounds, and interests in planning for instruction. IA3.C

- d** Selects strategies to engage all students in learning. IA3.D

e Uses available resources, including technologies, in the development and sequencing of instruction. IA3.E

Uses strategies to deliver instruction that meets the multiple learning needs of students.

a Aligns classroom instruction with local standards and district curriculum. IA4.A

b Uses research-based instructional strategies that address the full range of cognitive levels. IA4.B

c Demonstrates flexibility and responsiveness in adjusting instruction to meet student needs. IA4.C

d Engages students in varied experiences that meet diverse needs and promote social, emotional, and academic growth. IA4.D

e Connects students' prior knowledge, life experiences, and interests in the instructional process. IA4.3

f Uses available resources, including technologies, in the delivery of instruction. IA4.F

Uses a variety of methods to monitor student learning.

a Aligns classroom assessment with instruction. IA5.A

b Communicates assessment criteria and standards to all students and parents. IA5.B

c Understands and uses the results of multiple assessments to guide planning and instruction. IA5.C

d Guides students in goal setting and assessing their own learning. IA5.D

e Provides substantive, timely, and constructive feedback to students and parents. IA5.3

f Works with other staff and building and district leadership in analysis of student progress. IA5.F

Demonstrates competence in classroom management. IA6.A

a Creates a learning community that encourages positive social interaction, active engagement, and self-regulation for every student.

b Establishes, communicates, models, and maintains standards of responsible student behavior. IA6.B

c Develops and implements classroom procedures and routines that support high expectations for student learning. IA6.C

d Uses instructional time effectively to maximize student achievement. IA6.D

e Creates a safe and purposeful learning environment. IA6.E

Engages in professional growth.

a Demonstrates habits and skills of continuous inquiry and learning. IAA7.A

b Works collaboratively to improve professional practice and student learning. IA7.B

c Applies research, knowledge, and skills from professional development opportunities to improve practice. IA7.C

d Establishes and implements professional development plans based upon the teacher's needs aligned to the Iowa teaching standards and district/building student achievement goals. IA7.D

e Provides an analysis of student learning and growth based on teacher created tests and authentic measures as well as any standardized and district-wide tests. IA7.E

Fulfills professional responsibilities established by the school district.

a Adheres to board policies, district procedures, and contractual obligations. IA8.A

b Demonstrates professional and ethical conduct as defined by state law and district policy. IA8.B

c Contributes to efforts to achieve district and building goals. IA8.C

d Demonstrates an understanding of and respect for all learners and staff. IA8.D

e Collaborates with students, families, colleagues, and communities to enhance student learning IA8.E