



**Washoe County
School District**

MyPGS



**Washoe County
School District**

**Professional
Growth System**

Teacher Evaluation Rubric
based the *Framework for
Teaching* by Charlotte Danielson
aligned to the NEPF with
Critical Attributes and
Possible Examples

WCSD Teacher Performance Standards

STANDARD 1 Planning and Preparation	STANDARD 2 Classroom Environment	STANDARD 3 Instruction	STANDARD 4 Professional Responsibility
1a: Demonstrating Knowledge of Content and Pedagogy <ul style="list-style-type: none"> - Knowledge of the structure of the discipline, Nevada Academic Standards and other content standards - Knowledge of prerequisite relationships - Knowledge of content-related pedagogy 	2a: Creating an Environment of Respect and Rapport <ul style="list-style-type: none"> - Positive regard in teacher/student interactions - Student/student interactions 	3a: Communicating with Students <ul style="list-style-type: none"> - Expectations for learning - Directions, procedures and explanation of content structure 	4a: Reflecting on Teaching <ul style="list-style-type: none"> - Accuracy - Use in future teaching
1b: Demonstrating Knowledge of Students <ul style="list-style-type: none"> - Knowledge of child and adolescent development - Knowledge of the learning process - Knowledge of students' skills, knowledge, and language proficiency - Knowledge of students' interests and cultural heritage - Knowledge of students' special needs 	2b: Establishing a Culture for Learning <ul style="list-style-type: none"> - Importance of the content - Expectations for learning and achievement - Student pride in work 	3b: Using Questioning and Discussion Techniques <ul style="list-style-type: none"> - Quality of questions - Discussion techniques/ student participation 	4b: Maintaining Accurate Records <ul style="list-style-type: none"> - Student completion of assignments - Student progress in learning - Non-instructional records
1c: Setting Instructional Outcomes <ul style="list-style-type: none"> - Alignment of outcomes with current standards - Value, sequence, and alignment - Clarity - Integration - Suitability for diverse learners 	2c: Managing Classroom Procedures <ul style="list-style-type: none"> - Instructional groups - Transitions - Materials and supplies - Non-instructional duties - Volunteers and paraprofessionals 	3c: Engaging Students in Learning <ul style="list-style-type: none"> - Activities and assignments - Grouping of students - Instructional materials and resources - Structure and pacing - Instructional strategies 	4c: Developing Partnerships with Families <ul style="list-style-type: none"> - Helping families to navigate the educational system - Sharing information about the instructional program and helping families to support learning - Building partnerships and outreach with families - Understanding cultural differences
1d: Demonstrating Knowledge of Resources <ul style="list-style-type: none"> - For classroom use - To extend content, knowledge and pedagogy - For students 	2d: Managing Student Behavior <ul style="list-style-type: none"> - Expectations - Monitoring of student behavior - Response to student misbehavior 	3d: Using Assessment in Instruction <ul style="list-style-type: none"> - Assessment criteria - Monitoring of student learning - Feedback to students - Student self-assessment and monitoring of progress 	4d: Participating in a Professional Community <ul style="list-style-type: none"> - Relationships with colleagues - Involvement in a culture of professional collaboration - Service to the school - Participation in school and district projects
1e: Designing Coherent Instruction <ul style="list-style-type: none"> - Learning activities - Instructional materials and resources - Instructional groups - Lesson and unit structure 	2e: Organizing Physical Space <ul style="list-style-type: none"> - Safety and accessibility - Arrangement of furniture and use of physical resources - Resource-rich environment 	3e: Demonstrating Flexibility and Responsiveness <ul style="list-style-type: none"> - Lesson adjustment - Response to students - Persistence 	4e: Growing and Developing Professionally <ul style="list-style-type: none"> - Enhancement of content knowledge and pedagogical skill - Receptivity to feedback from colleagues - Service to the profession
1f: Designing Student Assessments <ul style="list-style-type: none"> - Congruence with instructional outcomes - Criteria and standards - Design of formative and summative assessments - Use of assessment in ongoing planning 			4f: Showing Professionalism <ul style="list-style-type: none"> - Integrity and ethical conduct - Addressing students' needs - Decision making - Compliance with school and district regulations

WCSD STANDARD 1 PLANNING AND PREPARATION				
COMPONENTS <i>Elements</i>	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
1a: Demonstrating Knowledge of Content and Pedagogy - <i>Knowledge of the structure of the discipline, Nevada Academic Standards and other content standards</i> - <i>Knowledge of prerequisite relationships</i> - <i>Knowledge of content-related pedagogy</i>	Teacher: - makes content errors in planning and practice and/or does not correct errors made by students; - demonstrates lack of standard and/or content knowledge, and demonstrates little understanding of prerequisite relationships important to student learning; - demonstrates little or no understanding of the range of pedagogical approaches suitable to student learning of the content.	Teacher: - demonstrates, in planning and practice, limited knowledge of important concepts in the standard(s), and may demonstrate lack of awareness of how these concepts and skills relate to one another; - reflects a limited awareness of prerequisite relationships, but such knowledge may be inaccurate or incomplete; - demonstrates a limited range of pedagogical approaches, or uses some approaches that are not suitable to the discipline or to the students.	Teacher: - demonstrates, in planning and practice, solid knowledge of the important concepts and skills in the standard(s) and how these concepts and skills relate to one another; - reflects accurate understanding of prerequisite relationships between topics and concepts; - displays a wide range of effective pedagogical approaches in the discipline.	Teacher: - demonstrates, in planning and practice, extensive knowledge of the important concepts and skills in the standard(s) and how these relate both to one another and to other disciplines; - demonstrates an understanding of prerequisite relationships between topics and concepts, and creates a link to necessary cognitive structures to ensure student understanding; - demonstrates an accurate understanding of a wide range of effective pedagogical approaches in the discipline, anticipating student misconceptions.

Charlotte Danielson Framework for Teaching Supporting Documents

In order to guide student learning, teachers must have command of the subjects they teach. They must know which concepts and skills are central to a discipline, and which are peripheral; they must know how the discipline has evolved into the 21st century, incorporating such issues as global awareness and cultural diversity, as appropriate. Accomplished teachers understand the internal relationships within the disciplines they teach, knowing which concepts and skills are prerequisite to the understanding of others. They are also aware of typical student misconceptions in the discipline and work to dispel them. But knowledge of the content is not sufficient; in advancing student understanding, teachers are familiar with the particularly pedagogical approaches best suited to each discipline.

The elements of Component 1a are:

- Knowledge of content and the structure of the discipline: Every discipline has a dominant structure, with smaller components or strands, central concepts and skills.
- Knowledge of prerequisite relationships: Some disciplines, for example mathematics, have important prerequisites; experienced teachers know what these are and how to use them in designing lessons and units.
- Knowledge of content-related pedagogy: Different disciplines have “signature pedagogies” that have evolved over time and found to be most effective in teaching.

Indicators include:

- Lesson and unit plans reflect important concepts in the discipline
- Lesson and unit plans accommodate prerequisite relationships among concepts and skills
- Clear and accurate classroom explanations
- Accurate answers to student questions
- Feedback to students furthers learning
- Inter-disciplinary connections in plans and practice

Charlotte Danielson Framework for Teaching Critical Attributes and Possible Examples				
1a: Demonstrating Knowledge of Content and Pedagogy				
	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
Critical Attributes	<ul style="list-style-type: none"> - Teacher makes content errors. - Teacher does not consider prerequisite relationships when planning. - Teacher's plans use inappropriate strategies for the discipline. 	<ul style="list-style-type: none"> - Teacher is familiar with the discipline but does not see conceptual relationships. - Teacher's knowledge of prerequisite relationships is inaccurate or incomplete. - Lesson and unit plans use limited instructional strategies and some may not be suitable to the content. 	<ul style="list-style-type: none"> - The teacher can identify important concepts of the discipline and their relationships to one another. - The teacher consistently provides clear explanations of the content. - The teacher answers student questions accurately and provides feedback that furthers their learning. - The teacher seeks out content- related professional development. 	<p>In addition to the characteristics of effective;</p> <ul style="list-style-type: none"> - Teacher cites intra- and interdisciplinary content relationships. - Teacher is proactive in uncovering student misconceptions and addressing them before proceeding.
Possible Examples	<ul style="list-style-type: none"> - The teacher says, "The official language of Brazil is Spanish, just like other South American countries." - The teacher says, "I don't understand why the math book has decimals in the same unit as fractions." - The teacher has students copy dictionary definitions each week to help students learn to spell difficult words. 	<ul style="list-style-type: none"> - The teacher plans lessons on area and perimeter independently of one another, without linking the concepts together. - The teacher plans to forge ahead with a lesson on addition with re- grouping, even though some students have not fully grasped place value. - The teacher always plans the same routine to study spelling: pre-test on Monday, copy the words 5 times each on Tuesday and Wednesday, and test on Friday. 	<ul style="list-style-type: none"> - The teacher's plan for area and perimeter invites students to determine which shape will yield the largest area for a given perimeter. - The teacher realized students are not sure how to use a compass, so she plans to practice before introducing the activity on angle measurement. - The teacher plans to expand a unit on civics by having students simulate a court trial. 	<ul style="list-style-type: none"> - In a unit on 19th Century literature, the teacher incorporates information about the history of the same period. - Before beginning a unit on the solar system, the teacher surveys the class on their beliefs as to why it is hotter in the summer than in the winter.

WCSD STANDARD 1 PLANNING AND PREPARATION				
COMPONENTS <i>Elements</i>	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
1b: Demonstrating Knowledge of Students <ul style="list-style-type: none"> - Knowledge of child and adolescent development - Knowledge of the learning process - Knowledge of students' skills, knowledge, and language proficiency - Knowledge of students' interests and cultural heritage - Knowledge of students' special needs 	Teacher: <ul style="list-style-type: none"> - demonstrates little or no knowledge of the developmental characteristics of the age group, students' skills, knowledge, language proficiency, and students' interests or cultural heritage, and does not indicate that such knowledge is valuable; - sees no value in understanding how students learn and does not seek such information; - lacks an understanding of students' special learning and/or medical needs or why such knowledge is important. 	Teacher: <ul style="list-style-type: none"> - demonstrates partial knowledge of the developmental characteristics of the age group, students' skills, knowledge, language proficiency, and some students' interests or cultural heritage, recognizes that such knowledge is valuable, but demonstrates this knowledge only for the class as a whole; - recognizes the value of knowing how students learn, but this knowledge is limited or outdated; - demonstrates awareness of the importance of knowing students' special learning and/or medical needs, but such knowledge may be incomplete or inaccurate. 	Teacher: <ul style="list-style-type: none"> - demonstrates accurate knowledge of the developmental characteristics of the age group, students' skills, knowledge, language proficiency, and most students' interests or cultural heritage, recognizes that such knowledge is valuable, and demonstrates this knowledge for the class as a whole, recognizing exceptions to the general patterns; - demonstrates accurate and current knowledge of how most students learn, and applies this knowledge to the class as a whole and to groups of students; - demonstrates awareness of most students' learning and/or medical needs, collects information from a variety of sources, and applies the information in his/her planning. 	Teacher: <ul style="list-style-type: none"> - demonstrates accurate knowledge of developmental characteristics of the age group, individual students' skills, knowledge, language proficiency, interests, and cultural heritage, and applies this knowledge to individual-all students; - demonstrates extensive and subtle understanding of how all students learn, and understands exceptions to the general patterns and the extent to which individual students follow the patterns; - possesses information about each student's learning and/or medical needs, collects such information from a variety of sources, continually seeks additional information about all students' special needs, and continually applies this information in his/her planning and instruction.

Charlotte Danielson Framework for Teaching Supporting Documents

Teachers don't teach content in the abstract; they teach it to *students*. In order to ensure student learning, therefore, teachers must not only know their content and its related pedagogy, but the students to whom they wish to teach content. In ensuring student learning, teachers must appreciate what recent research in cognitive psychology has confirmed: students learn through active intellectual engagement with content. While there are patterns in cognitive, social, and emotional developmental stages typical of different age groups, students learn in their individual ways and may come with gaps or misconceptions the teacher needs to uncover in order to plan appropriate learning activities. In addition, students have lives beyond school, lives that include athletic and musical pursuits, activities in their neighborhoods, and family and cultural traditions. Students whose first language is not English, as well as students with other special needs, must be considered when planning lessons and identifying resources to ensure their understanding.

Elements of Component 1b are:

- Knowledge of child and adolescent development: Children learn differently at different stages of their lives.
- Knowledge of the learning process: Learning requires active intellectual engagement.
- Knowledge of students' skills, knowledge, and language proficiency: Children's lives beyond school influence their learning.
- Knowledge of students' interest and cultural heritage: Children's backgrounds influence their learning.
- Knowledge of students' special needs: Children do not all develop in a typical fashion.

Indicators include:

- Teacher gathers formal and informal information about students for use in planning instruction
- Teacher learns student interests and needs for use in planning
- Teacher participation in community cultural events
- Teacher-designed opportunities for families to share heritage
- Database of students with special needs

Charlotte Danielson Framework for Teaching Critical Attributes and Possible Examples

1b: Demonstrating Knowledge of Students

	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
Critical Attributes	<ul style="list-style-type: none"> - The teacher does not understand child development characteristics and has unrealistic expectations for students. - The teacher does not try to ascertain varied ability levels among students in the class. - The teacher is not aware of student interests or cultural heritages. - The teacher takes no responsibility to learn about students' medical or learning disabilities. 	<ul style="list-style-type: none"> - The teacher cites developmental theory, but does not seek to integrate it into lesson planning. - The teacher is aware of the different ability levels in the class, but tends to teach to the "whole group." - The teacher recognizes children have different interests and cultural backgrounds, but rarely draws on their contributions or differentiates materials to accommodate those differences. - The teacher is aware of medical issues and learning disabilities with some students, but does not seek to understand the implications of that knowledge. 	<ul style="list-style-type: none"> - The teacher knows, for groups of students, their levels of cognitive development. - The teacher is aware of the different cultural groups in the class. - The teacher has a good idea of the range of interests of students in the class. - The teacher has identified "high," "medium," and "low" groups of students within the class. - The teacher is well-informed about students' cultural heritage and incorporates this knowledge in lesson planning. - The teacher is aware of the special needs represented by students in the class. 	<p>In addition to the characteristics of effective;</p> <ul style="list-style-type: none"> - The teacher uses ongoing methods to assess students' skill levels and designs instruction accordingly. - The teacher seeks out information about their cultural heritage from all students. - The teacher maintains a system of updated student records and incorporates medical and/or learning needs into lesson plans.
Possible Examples	<ul style="list-style-type: none"> - The lesson plan includes a teacher presentation for an entire 30 minute period to a group of 7-year olds. - The teacher plans to give her ELL students the same writing assignment she gives the rest of the class. - The teacher plans to teach his class Christmas songs, despite the fact he has four religions represented amongst his students. 	<ul style="list-style-type: none"> - The teachers' lesson plan has the same assignment for the entire class; in spite of the fact one activity is beyond the reach of some students. - In the unit on Mexico, the teacher has not incorporated perspectives from the three Mexican-American children in the class. - Lesson plans make only peripheral reference to students' interests. - The teacher knows some of her students have IEPs but they're so long, she hasn't read them yet. 	<ul style="list-style-type: none"> - The teacher creates an assessment of students' levels of cognitive development. - The teacher examines previous years cum folders to ascertain the proficiency levels of groups of students in the class. - The teacher administers a student interest survey at the beginning of the school year. - The teacher knows five of her students are in the Garden Club; she plans to have them discuss horticulture as part of the next biology lesson. - The teacher realizes that not all of his students are Christian, so he plans to read a Hanukah story in December - The teacher plans to ask her Spanish speaking students to discuss their ancestry as part of their Social Studies unit on studying South America. 	<ul style="list-style-type: none"> - The teacher plans his lesson with three different follow-up activities, designed to meet the varied ability levels of his students. - The teacher plans to provide multiple project options; students will self-select the project that best meets their individual approach to learning. - The teacher encourages students to be aware of their individual reading levels and make independent reading choices that will be challenging, but not too difficult. - The teacher attended the local Mexican Heritage Day, meeting several students' extended family members. - The teacher regularly creates adapted assessment materials for several students with learning disabilities.

**WCSD STANDARD 1
PLANNING AND PREPARATION**

COMPONENTS <i>Elements</i>	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
<p>1c: Setting Instructional Outcomes</p> <ul style="list-style-type: none"> - <i>Alignment of outcomes with current standards</i> - <i>Value, sequence, and alignment</i> - <i>Clarity</i> - <i>Integration</i> - <i>Suitability for diverse learners</i> 	<p>Instructional outcomes:</p> <ul style="list-style-type: none"> - do not demonstrate alignment with Nevada Academic Standards or other existing content standards; - demonstrate low expectations for students, lack rigor, and do not reflect important learning in the discipline or a connection to a sequence of learning; - are either not clear or are stated as activities, not as student learning, and do not permit viable methods of assessment; - demonstrate only one type of learning and only one discipline or strand; - lack rigor, attention to diverse learning styles, are not suitable for the class, or are not based on any assessment of student needs. 	<p>Instructional outcomes:</p> <ul style="list-style-type: none"> - demonstrate little alignment with Nevada Academic Standards or other existing content standards; - demonstrate moderately high expectations and rigor, reflect some important learning in the discipline, and show at least some connection to a sequence of learning; - are only moderately clear, consist of a combination of outcomes and activities, and/or do not permit viable methods of assessment; - demonstrate several types of learning, but Teacher has made no attempt at interdisciplinary integration at appropriate levels of rigor or diverse learning styles; - are suitable for most of the students in the class based on global assessments of student learning, however, the needs of some individual students may not be accommodated. 	<p>Instructional outcomes:</p> <ul style="list-style-type: none"> - demonstrate full alignment with Nevada Academic Standards or other existing content standards; - demonstrate reasonably high expectations, rigor and important learning in the discipline, and are connected to a sequence of learning; - are all clear, written in the form of student learning, and suggest viable methods of assessment most of the time; - demonstrate several different types of learning, provide opportunities for interdisciplinary integration at appropriate levels of rigor, and reflect diverse learning styles; - are suitable for all students in the class and are based on evidence of student proficiency, however, the needs of some individual students may not be accommodated. 	<p>Instructional outcomes:</p> <ul style="list-style-type: none"> - demonstrate full alignment with Nevada Academic Standards or other existing content standards; - demonstrate high expectations, rigor and important learning in the discipline, and are connected to a sequence of learning, both in the discipline and in related disciplines; - are all clear, written in the form of student learning, and permit viable methods of assessment; - demonstrate several different types of learning, provide opportunities for interdisciplinary integration at appropriate levels of rigor, reflect diverse learning styles, and allow enhanced integration as Teacher collaborates with colleagues; - are based on a comprehensive assessment of student learning and take into account the varying needs of individual students or groups in the class.

Charlotte Danielson Framework for Teaching Supporting Documents

Teaching is a purposeful activity; even the most imaginative activities are directed towards certain desired learning. Therefore, establishing instructional outcomes entails identifying exactly what students will be expected to learn; the outcomes do not describe what students will *do*, but what they will *learn*. The instructional outcomes should reflect important learning and must lend themselves to various forms of assessment so all students are able to demonstrate their understanding of the content. Insofar as the outcomes determine the instructional activities, the resources used, their suitability for diverse learners, and the methods of assessment employed, they hold a central place in Standard 1.

Learning outcomes are of a number of different types: factual and procedural knowledge, conceptual understanding, thinking and reasoning skills, and collaborative and communication strategies. In addition, some learning outcomes refer to dispositions; it's important not only for students to learn to read, but educators also hope they will *like* to read. In addition, experienced teachers are able to link their learning outcomes with others both within their discipline and in other disciplines. Elements of Component 1c are:

- Value, sequence, and alignment: Students must be able to build their understanding of important ideas from concept to concept.
- Clarity: Outcomes must refer to what students will learn, not what they will do, and must permit viable methods of assessment.
- Balance: Outcomes should reflect different types of learning: such as knowledge, conceptual understanding, and thinking skills.
- Suitability for diverse students: Outcomes must be appropriate for all students in the class. Indicators include:
- Outcomes of a challenging cognitive level
- Statements of student learning, not student activity
- Outcomes central to the discipline and related to those in other disciplines
- Permit assessment of student attainment
- Differentiated for students of varied ability

Charlotte Danielson Framework for Teaching Critical Attributes and Possible Examples				
1c: Setting Instructional Outcomes				
	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
Critical Attributes	<ul style="list-style-type: none"> - Outcomes lack rigor. - Outcomes do not represent important learning in the discipline. - Outcomes are not clear or are states as activities. - Outcomes are not suitable for many students in the class. 	<ul style="list-style-type: none"> - Outcomes represent a mixture of low expectations and rigor. - Some outcomes reflect important learning in the discipline. - Outcomes are suitable for most of the class. 	<ul style="list-style-type: none"> - Outcomes represent high expectations and rigor. - Outcomes are related to “big ideas” of the discipline. - Outcomes are written in terms of what students will learn rather than do. - Outcomes represent a range of outcomes: factual, conceptual understanding, reasoning, social, management, and communication. - Outcomes are suitable to groups of students in the class, differentiated where necessary. 	<p>In addition to the characteristics of effective;</p> <ul style="list-style-type: none"> - Teacher plans reference curricular frameworks or blueprints to ensure accurate sequencing. - Teacher connects outcomes to previous and future learning - Outcomes are differentiated to encourage individual students to take educational risks.
Possible Examples	<ul style="list-style-type: none"> - A learning outcome for a fourth grade class is to make a poster illustrating a poem. - All the outcomes for a ninth grade history class are factual knowledge. - The topic of the social studies unit involves the concept of “revolutions” but the teacher only expects his students to remember the important dates of battles. - Despite having a number of ELL students in the class, the outcomes state all writing must be grammatically correct. 	<ul style="list-style-type: none"> - Outcomes consist of understanding the relationship between addition and multiplication and memorizing facts. - The outcomes are written with the needs of the “middle” group in mind; however, the advanced students are bored, and some lower-level students struggle. 	<ul style="list-style-type: none"> - One of the learning outcomes is for students to “appreciate the aesthetics of 18th century English poetry”. - The outcomes for the history unit include some factual information, as well as a comparison of the perspectives of different groups in the run-up to the Revolutionary War. - The teacher reviews the project expectations and modifies some goals to be in line with students’ IEP objectives. 	<ul style="list-style-type: none"> - The teacher encourages his students to set their own goals; he provides taxonomy of challenge verbs to help them strive for higher expectations. - Students will develop a concept map linking previous learning goals to those they are currently working on. - Some students identify additional learning goals.

WCSD STANDARD 1 PLANNING AND PREPARATION				
COMPONENTS Elements	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
1d: Demonstrating Knowledge of Resources - For classroom use - <i>To extend content, knowledge and pedagogy</i> - <i>For students</i>	Teacher: - does not use resources that are available through the school or district to enhance content and pedagogical knowledge in the classroom; - is unaware of resources for students available through the school or district.	Teacher: - demonstrates awareness of and/or uses resources that are available through the school or district to enhance content and pedagogical knowledge in the classroom; - has no knowledge of resources available to students beyond the school or district.	Teacher: - regularly makes use of resources that are available through the school or district to enhance content and pedagogical knowledge in the classroom; - demonstrates some familiarity with current technology and with resources external to the school and, and knows how to gain access for students.	Teacher: - has extensive knowledge of and uses resources, including those available through the school or district, to enhance content and pedagogical knowledge in the classroom; - is familiar with resources, including current technology, available in the community, through professional organizations and at universities, and assists students in gaining access.
Charlotte Danielson Framework for Teaching Supporting Documents				
<p>Student learning is enhanced by a teacher’s skillful use of resources; some of these are provided by the school as “official” materials; others are secured by teachers through their own initiative. Resources fall into several different categories: those used in the classroom by students, those available beyond the classroom walls to enhance student learning, resources for teachers to further their own professional knowledge and skill, and resources can provide non- instructional assistance to students. Teachers recognize the importance of discretion in the selection of resources, selecting those that align directly with the learning outcomes and which will be of most use to the students. Accomplished teachers also ensure the selection of materials and resources are appropriately challenging for every student; texts, for example, are available at various reading levels to make sure all students can access the content and successfully demonstrate understanding of the learning outcomes. Furthermore, expert teachers look beyond the school for resources to bring their subjects to life and to assist students who need help in both their academic and non-academic lives.</p> <p><u>Elements of component 1d are:</u></p> <ul style="list-style-type: none"> - Resources for classroom use: Materials align with learning outcomes. - Resources to extend content knowledge and pedagogy: Furthering teachers’ professional knowledge. - Resources for students: Materials are appropriately challenging. <p><u>Indicators include:</u></p> <ul style="list-style-type: none"> - District provided materials - Range of texts - Guest speakers - Internet resources - Materials provided by professional organizations - Teacher continuing professional education courses or professional groups - Community resources 				

Charlotte Danielson Framework for Teaching Critical Attributes and Possible Examples

1d: Demonstrating Knowledge of Resources

	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
Critical Attributes	<ul style="list-style-type: none"> - The teacher only uses district- provided materials, even when more variety would assist some students. - The teacher does not seek out resources available to expand his/her own skill. - Although aware of some student needs, the teacher does not inquire about possible resources. 	<ul style="list-style-type: none"> - The teacher uses materials in the school library, but does not search beyond the school for resources. - The teacher participates in content-area workshops offered by the school, but does not pursue other professional development. - The teacher locates materials and resources for students available through the school, but does not pursue any other avenues. 	<ul style="list-style-type: none"> - Texts are at varied levels. - Texts are supplemented by guest speakers and field experiences. - Teacher facilitates Internet resources. - Resources are multi-disciplinary. - Teacher expands knowledge with professional learning groups and organizations. - Teacher pursues options offered by universities. - Teacher provides lists of resources outside the class for students to draw on. 	<p>In addition to the characteristics of effective;</p> <ul style="list-style-type: none"> - Texts are matched to student skill level. - The teacher has ongoing relationship with colleges and universities that support student learning. - The teacher maintains log of resources for student reference. - The teacher pursues apprenticeships to increase discipline knowledge. - The teacher facilitates student contact with resources outside the classroom.
Possible Examples	<ul style="list-style-type: none"> - For their unit on China, the students accessed all of their information from the district- supplied textbook. - Mr. J is not sure how to teach fractions, but doesn't know how he's expected to learn it by himself. - A student says, "It's too bad we can't go to the nature center when we're doing our unit on the environment." 	<ul style="list-style-type: none"> - For a unit on ocean life; the teacher really needs more books, but the school library only has three to borrow. - The teacher knows she should learn more about teaching literacy, but the school only offered one professional development day last year. - The teacher thinks his students would benefit from hearing about health safety from a professional; he contacts the school nurse to visit his classroom. 	<ul style="list-style-type: none"> - The teacher provides 5th graders a range of non-fiction texts about the American Revolution; no matter their reading level, all students can participate in the discussion of important concepts. - The teacher took an online course on Literature to expand her knowledge of great American writers. - The teacher distributes a list of summer reading materials to help prepare 8th graders' transition to high school. 	<ul style="list-style-type: none"> - The teacher is not happy with the out-of-date textbook; his students will critique it and write their own text for social studies. - The teacher spends the summer at Dow Chemical learning more about current research to expand their knowledge base for teaching Chemistry. - The teacher matches students in her Family and Consumer Science class with local businesses; the students spend time shadowing employees to understand how their classroom skills might be used on the job.

**WCSD STANDARD 1
PLANNING AND PREPARATION**

COMPONENTS <i>Elements</i>	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
<p>1e: Designing Coherent Instruction</p> <ul style="list-style-type: none"> - Learning activities - Instructional materials and resources - Instructional groups - Lesson and unit structure 	<ul style="list-style-type: none"> - Learning activities, materials and resources are not suitable to students or to instructional outcomes, and are not designed to engage students in relevant and rigorous learning. - Instructional groups are not suitable to instructional outcomes and student learning. - The lesson or unit has no clearly defined structure, or the structure is chaotic. - Activities do not follow or show an organized progression of scaffolding, and pacing/time allocations are unrealistic. 	<ul style="list-style-type: none"> - Only some of the learning activities, materials and resources are rigorous and relevant to students or to the instructional outcomes, only some represent a moderate cognitive challenge and engage students in relevant and rigorous learning, but there is no differentiation for different students. - Instructional groups provide limited support to the instructional outcomes and student learning with an effort at providing some variety. - The lesson or unit has a limited structure, although the structure is not uniformly maintained throughout. - Progression of activities shows limited scaffolding, but is uneven with only some reasonable pacing/time allocations. 	<ul style="list-style-type: none"> - All of the learning activities, materials and resources are rigorous and relevant to <u>most</u> students or to the instructional outcomes, most represent significant cognitive challenge and are designed to engage <u>most</u> students in relevant and rigorous learning, but there is only some differentiation for different groups of students. - Instructional groups are varied, as appropriate, to support instructional outcomes and student learning. - The lesson or unit has a clearly defined structure around which activities are organized. - Progression of activities reflects even scaffolding, with reasonable pacing/time allocations <u>for most students</u>. 	<ul style="list-style-type: none"> - <u>All</u> learning activities, materials and resources support the instructional outcomes, are highly rigorous and relevant to diverse learners, are all designed to engage <u>all</u> students in high level cognitive activity and in relevant, rigorous meaningful learning, are differentiated for individual learners, there is evidence of appropriate use of technology, and students participate in selecting or adapting materials. - Instructional groups are varied, as appropriate, to the students and the different instructional outcomes, and there is evidence of student choice in selecting the different patterns of instructional groups. - The lesson's or unit's structure is clear and allows for different pathways of differentiated instruction according to diverse student needs. - The progression of activities is highly coherent <u>for all students</u>.

Charlotte Danielson Framework for Teaching Supporting Documents

Designing coherent instruction is the heart of planning, reflecting the teacher's knowledge of content and the students in the class, the intended outcomes of instruction, and the available resources. Such planning requires educators to have a clear understanding of the state, district, and school expectations for student learning, and the skill to translate these into a coherent plan. It also requires teachers understand the characteristics of the students they teach and the active nature of student learning. Educators must determine how best to sequence instruction in a way that will advance student learning through the required content. It requires the thoughtful construction of lessons to contain cognitively engaging learning activities, the incorporation of appropriate resources and materials, and the intentional grouping of students. Effective practice in this component recognizes a well-designed instruction plan addresses the learning needs of various groups of students; one size does not fit all. At the *highly effective* level the teacher plans instruction taking into account the specific learning needs of each student and solicits ideas from students on how best to structure the learning. This plan is then implemented in Standard 3. The elements of component 1e are:

- Learning activities: Instruction designed to engage students and advance them through the content.
- Instructional materials and resources: Appropriate to the learning needs of the students.
- Instructional groups: Intentionally organized to support student learning.
- Lesson and unit structure: Clear and sequenced to advance students' learning.

Indicators include:

- Lessons support instructional outcomes and reflect important concepts
- Instructional maps indicate relationships to prior learning
- Activities represent high-level thinking
- Opportunities for student choice
- The use of varied resources
- Thoughtfully planned learning groups
- Structured lesson plan

Charlotte Danielson Framework for Teaching Critical Attributes and Possible Examples

1e: Designing Coherent Instruction

	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
Critical Attributes	<ul style="list-style-type: none"> - Learning activities are boring and/or not well aligned to the instructional goals. - Materials are not engaging or meet instructional outcomes. - Instructional groups do not support learning. - Lesson plans are not structured or sequenced and are unrealistic in their expectations. 	<ul style="list-style-type: none"> - Learning activities are moderately challenging. - Learning resources are suitable, but there is limited variety. - Instructional groups are random or only partially support objectives. - Lesson structure is uneven or may be unrealistic in terms of time expectations. 	<ul style="list-style-type: none"> - Learning activities are matched to instructional outcomes. - Activities provide opportunity for higher-level thinking. - Teacher provides a variety of appropriately challenging materials and resources. - Instructional student groups are organized thoughtfully to maximize learning and build on student strengths. - The plan for the lesson or unit is well structured, with reasonable time allocations. 	<p>In addition to the characteristics of effective;</p> <ul style="list-style-type: none"> - Activities permit student choice. - Learning experiences connect to other disciplines. - Teacher provides a variety of appropriately challenging resources differentiated for students in the class. - Lesson plans differentiate for individual student needs.
Possible Examples	<ul style="list-style-type: none"> - After memorizing the parts of the microscope, the teacher plans to have his 9th graders color in the worksheet. - Despite having a textbook over 15 years old, the teacher plans to use the textbook as the sole resource for the Communism unit. - The teacher organizes the class in rows, seating students alphabetically; teacher plans to have students work all year in groups of four based on where they are sitting. - The teacher's lesson plans are written on sticky notes in his grade book; they indicate: lecture, activity, or test. 	<ul style="list-style-type: none"> - After the mini-lesson, the teacher plans to have the whole class play a game to reinforce the skill she taught. - The teacher found an atlas to use as a supplemental resource during the geography unit. - The teacher always lets students self-select their working groups because they behave better when they can choose who they want to sit with. - The teacher's lesson plans are nicely formatted, but the timing for many activities is too short to actually cover the concepts thoroughly. 	<ul style="list-style-type: none"> - The teacher reviews learning activities with a reference to high level "action verbs" and rewrites some of the activities to increase the challenge level. - The teacher creates a list of historical fiction titles which will expand students' knowledge of the age of exploration. - The teacher plans for students to complete projects in small groups; the teacher carefully selects group members based on their ability level and learning style. - The teacher reviews lesson plans with the principal; they are well structured with pacing times and activities clearly indicated. 	<ul style="list-style-type: none"> - The teacher's unit on ecosystems lists a variety of high-level activities in a menu; students choose those that suit their approach to learning. - While completing their projects, the teacher's students will have access to a wide variety of resources she has coded by reading level so they can make the best selections. - After the cooperative group lesson, students will reflect on their participation and make suggestions for new group arrangements in the future. - The lesson plan clearly indicates the concepts taught in the last few lessons; the teacher plans for students to link the current lesson outcomes to those they previously learned.

WCSD STANDARD 1 PLANNING AND PREPARATION				
COMPONENTS <i>Elements</i>	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
1f: Designing Student Assessments <ul style="list-style-type: none"> - <i>Congruence with instructional outcomes</i> - <i>Criteria and standards</i> - <i>Design of formative and summative assessments</i> - <i>Use of assessment in ongoing planning</i> 	<ul style="list-style-type: none"> - Assessment procedures are not congruent with instructional outcomes, and there are no criteria or standards. - There are no plans to use assessment results in designing future instruction. - There is no plan to incorporate formative and summative assessment in the lesson or unit. 	<ul style="list-style-type: none"> - Some of the instructional outcomes are assessed inconsistently, and only as a whole class. - Assessment criteria and standards have been developed, but they are not clearly stated. - Use of formative and summative assessment techniques is inconsistent, including only some of the instructional outcomes, and assessment results are used to plan for future instruction for the class as a whole. 	<ul style="list-style-type: none"> - All the instructional outcomes are assessed and adapted for groups of students as needed. - Assessment criteria and standards are clearly stated. - There is a well-developed strategy to use formative and summative assessment techniques, approaches are clearly stated, and assessment results are used to plan for future instruction for groups of students. 	<ul style="list-style-type: none"> - The proposed approach to assessment is fully aligned with the instructional outcomes in both content and process. - Assessment methodologies have been adapted for individual students, criteria and standards are clearly stated, and there is evidence that the students have contributed to the development of the assessments. - The approach to using formative and summative assessment techniques is well designed, includes student and Teacher use of the assessment information, and assessment results are used to plan future instruction for individual students.

Charlotte Danielson Framework for Teaching Supporting Documents

Good teaching requires both assessment *of* learning and assessment *for* learning. Assessments *of* learning ensure teachers know students have learned the intended outcomes. These assessments must be designed in such a manner they provide evidence of the full range of learning outcomes; different methods are needed to assess reasoning skills than for factual knowledge. Furthermore, such assessments may need to be adapted to the particular needs of individual students; an ESL student, for example, may need an alternative method of assessment to allow demonstration of understanding. Assessment *for* learning enables a teacher to incorporate assessments directly into the instructional process, and to modify or adapt instruction as needed to ensure student understanding. Such assessments, although used during instruction, must be designed as part of the planning process. Such formative assessment strategies are ongoing and may be used by both teachers and students to monitor progress towards the understanding the learning outcomes.

Elements of Component 1f are:

- Congruence with instructional outcomes: Assessments must match learning expectations.
- Criteria and standards: Expectations must be clearly defined.
- Design of formative assessments: Assessments for learning must be planned as part of the instructional process.
- Use for planning: Results of assessment guide future planning.

Indicators include:

- Lesson plans indicate correspondence between assessments and instructional outcomes
- Assessment types are suitable to the style of outcome
- Variety of performance opportunities for students
- Modified assessments are available for individual students as needed
- Expectations clearly written with descriptors for each level of performance
- Formative assessments are designed to inform minute-to-minute decision-making by the teacher during instruction

Charlotte Danielson Framework for Teaching Critical Attributes and Possible Examples				
1f: Designing Student Assessments				
	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
Critical Attributes	<ul style="list-style-type: none"> - Assessments do not match instructional outcomes. - Assessments have no criteria. - No formative assessments have been designed. - Assessment results do not impact future plans. 	<ul style="list-style-type: none"> - Only some of the instructional outcomes are addressed in the planned assessments. - Assessment criteria are vague. - Plans refer to the use of formative assessments, but they are not fully developed. - Assessment results are used to design lesson plans for the whole class, not individual students. 	<ul style="list-style-type: none"> - All the learning outcomes have a method for assessment. - Assessment types match learning expectations. - Plans indicate modified assessments for some students as needed. - Assessment criteria are clearly written. - Plans include formative assessments to use during instruction. - Lesson plans indicate possible adjustments based on formative assessment data. 	<p>In addition to the characteristics of effective;</p> <ul style="list-style-type: none"> - Assessments provide opportunities for student choice. - Students participate in designing assessments for their own work. - Teacher-designed assessments are authentic with real-world application, as appropriate. - Students develop rubrics according to teacher-specified learning objectives. - Students are actively involved in collecting information from formative assessments and provide input.
Possible Examples	<ul style="list-style-type: none"> - The teacher marks papers on the foundation of the U.S. Constitution based on grammar and punctuation; for every mistake, the grade drops from an A to a B, B to a C, etc. - After the students present research on Globalization, the teacher tells them their letter grade; when students asked how the grade was arrived at, the response is, "After all these years in education, I just know what grade to give." - The teacher says, "What's the difference between formative assessment and the test I give at the end of the unit?" - The teacher says, "The district gave me this entire curriculum to teach, so I just have to keep moving." 	<ul style="list-style-type: none"> - The district goal for the Europe unit is for students to understand geo-political relationships; the teacher plans to have the students memorize all the country capitals and rivers. - The teacher's students received their tests back; each one was simply marked with a letter grade at the top. - The plan indicates the teacher will pause to "check for understanding," but without a clear process of how it will be done. - A student says, "If half the class passed the test, why are we all reviewing the material again?" 	<ul style="list-style-type: none"> - Mr. K knows his students will write a persuasive essay on the state assessment; he plans to provide them with experiences developing persuasive writing as preparation. - Ms. M worked on a writing rubric for her research assessment; she drew on multiple sources to be sure the levels of expectation were clearly defined. - Mr. C creates a short questionnaire to distribute to his students at the end of class; based on their responses, he will organize them into different groups during the next lesson's activities. - Based on the previous morning's formative assessment, Ms. D plans to have five students work on a more challenging project, while she works with 6 other students to reinforce the concept. 	<ul style="list-style-type: none"> - To teach persuasive writing, Ms. H plans to have her class research and write to the principal on an issue important to the students: the use of cell phones in class. - Mr. J's students will write a rubric for their final project on the benefits of solar energy; Mr. J has shown them several sample rubrics and they will refer to those as they create a rubric of their own. - After the lesson, Mr. L asks students to rate their understanding on a scale of 1 to 5; the students know their rating will indicate their activity for the next lesson. - Mrs. T has developed a routine for her class; students know if they are struggling with a math concept, they sit in a small group with the teacher during workshop time.

WCSD STANDARD 2 CLASSROOM ENVIRONMENT				
COMPONENT Elements	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
2a: Creating an Environment of Respect and Rapport <i>Positive regard in teacher/student interactions</i> <i>Student/student interactions</i>	<ul style="list-style-type: none"> - Teacher/student interactions are negative, demeaning, sarcastic, or inappropriate to the age or culture of the students, and some students' exhibit disrespect for the teacher. - Teacher does not monitor or intervene in student/student interactions that are characterized by conflict, sarcasm, or put-downs. 	<ul style="list-style-type: none"> - Teacher/student interactions are generally appropriate, but may reflect occasional inconsistencies, favoritism, or disregard for students' cultures, and students exhibit only minimal respect for the teacher. - Teacher facilitates a climate in which students may demonstrate disrespect for one another, limited support for the contributions of learning of their peers, and intervenes inconsistently when they do. 	<ul style="list-style-type: none"> - Teacher/student interactions are friendly, demonstrate caring and respect appropriate to the age and cultures of the students, and most students exhibit respect for the teacher and their peers' contributions, supporting their learning. - Teacher facilitates a climate in which student/student interactions are polite and respectful, and intervenes appropriately and consistently. 	<ul style="list-style-type: none"> - Teacher/student interactions reflect genuine respect and caring for individuals as well as for groups of students, and there is an environment in which all students feel safe and comfortable to ask questions, comment, discuss and share ideas. - Teacher facilitates a climate in which all students demonstrate genuine caring for one another, support each other's learning, and monitor one another's treatment of peers, correcting classmates respectfully when needed.

Charlotte Danielson Framework for Teaching Supporting Documents

An essential skill of teaching is managing relationships with students and ensuring those among students are positive and supportive. Teachers create an environment of respect and rapport in their classrooms by the ways they interact with students and by the interaction they encourage and cultivate among students. An important aspect of respect and rapport relates to how the teacher responds to students and how students are permitted to treat one another. Patterns of interactions are critical to the overall tone of the class. In a respectful environment, all students feel valued and safe.

Elements of component 2a are:

- Teacher interactions with students, including both words and actions: A teacher's interactions with students set the tone for the classroom. Through their interactions, teachers convey they are interested in and care about their students.
- Student interactions with other students, including both words and actions: As important as a teacher's treatment of students is, how students are treated by their classmates is arguably even more important to students. At its worst, poor treatment causes students to feel rejected by their peers. At its best, positive interactions among students are mutually supportive and create an emotionally healthy school environment. Teachers model and teach students how to engage in respectful interactions with one another and acknowledge respectful interactions among students.

Indicators include:

- Respectful talk and turn taking
- Respect for students' background and lives outside of the classroom
- Teacher and student body language
- Physical proximity
- Warmth and caring
- Politeness
- Encouragement
- Active listening
- Fairness

Charlotte Danielson Framework for Teaching Critical Attributes and Possible Examples

2a: Creating an Environment of Respect and Rapport

	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
Critical Attributes	<ul style="list-style-type: none"> - Teacher uses disrespectful talk towards students; Student body language indicates feelings of hurt or insecurity. - Students use disrespectful talk towards one another with no response from the teacher. - Teacher displays no familiarity with or caring about individual students' interests or personalities. 	<ul style="list-style-type: none"> - The quality of interactions between teacher and students, or among students, is uneven, with occasional disrespect. - Teacher attempts to respond to disrespectful behavior among students, with uneven results. - Teacher attempts to make connections with individual students, but student reactions indicate that the efforts are not completely successful or are unusual. 	<ul style="list-style-type: none"> - Talk between teacher and students and among students is uniformly respectful. - Teacher responds to disrespectful behavior among students. - Teacher makes general connections with individual students. 	<p>In addition to the characteristics of effective;</p> <ul style="list-style-type: none"> - Teacher demonstrates knowledge and caring about individual students' lives beyond school. - When necessary, students correct one another in their conduct towards classmates. - There is no disrespectful behavior among students. - The teacher's response to a student's incorrect response respects the student's dignity.
Possible Examples	<ul style="list-style-type: none"> - A student slumps in his/her chair following a comment by the teacher. - Students roll their eyes at a classmate's idea; the teacher does not respond. - Many students talk when the teacher and other students are talking; the teacher does not correct them. - Some students refuse to work with other students. - Teacher does not call students by their names. 	<ul style="list-style-type: none"> - Students attend passively to the teacher, but tend to talk, pass notes, etc. when other students are talking. - A few students do not engage with others in the classroom, even when put together in small groups. - Students applaud half-heartedly following a classmate's presentation to the class. - Teacher says: "Don't talk that way to your classmates" but student shrugs his/her shoulders 	<ul style="list-style-type: none"> - Teacher greets students by name as they enter the class or during the lesson. - The teacher gets on the same level with students, such as kneeling beside a student working at a desk. - Students attend fully to what the teacher is saying. - Students wait for classmates to finish speaking before beginning to talk. - Students applaud politely following a classmate's presentation to the class. - Students help each other and accept help from each other. - Teacher and students use courtesies such as "please/thank you, excuse me. - Teacher says: "Don't talk that way to your classmates" and the insults stop. 	<ul style="list-style-type: none"> - Teacher inquires about a student's soccer game last weekend (or extracurricular activities or hobbies). - Students say "Shhh" to classmates while the teacher or another student is speaking. - Students clap enthusiastically for one another's presentations for a job well done. - The teacher says: "That's an interesting idea, Josh, but you're 'forgetting....'"

WCSD STANDARD 2 CLASSROOM ENVIRONMENT				
COMPONENT Elements	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
2b: Establishing a Culture for Learning - Importance of the content - Expectations for learning and achievement - Student pride in work 	- Teacher or students convey a negative attitude toward the content, suggesting that it is not important or has been mandated by others. - Teacher conveys low academic and behavioral expectations, or shows overt bias for instructional outcomes, activities, assignments and classroom interactions. - Students demonstrate little or no pride in their work, lack commitment, and seem to be motivated by the desire to complete a task rather than to do high quality work.	- Teacher communicates importance of the content but, with little conviction, and achieves only minimal apparent buy-in by the students - Teacher conveys inconsistent academic and behavioral expectations of instructional outcomes, activities, assignments and classroom interactions. - Students minimally accept the responsibility to do good work, but invest little of their energy, indicating minimal commitment to high quality work.	- Teacher conveys genuine enthusiasm for the content, and students demonstrate consistent commitment to its value. - Teacher conveys high academic and behavioral expectations for instructional outcomes, activities, assignments and classroom interactions for most students. - Most students accept the teacher's insistence on work of consistently high quality, and they demonstrate pride in that work.	- Teacher intentionally creates opportunities for students to demonstrate through their active participation, curiosity, and taking initiative, that they value the importance of the content. - Teacher consistently and skillfully conveys high expectations for the academic and behavioral performance of all students through instructional outcomes, activities, assignments and classroom interactions, and Teacher intentionally creates opportunities for students to set expectations for their own learning. - All students demonstrate attention to detail and take obvious pride in their work, initiating improvements such as revising drafts on their own or helping peers.

Charlotte Danielson Framework for Teaching Supporting Documents

"A culture for learning" refers to the atmosphere in the classroom which reflects the educational importance of the work undertaken by both students and teacher. It describes the norms governing the interactions among individuals about the activities and assignments, the value of hard work and perseverance, and the general tone of the class. The classroom is characterized by high cognitive energy, by a sense that what is happening there is important, and it is essential to get it right. There are high expectations for all students. The classroom is a place where the teacher and students value learning and hard work.

Elements of Component 2b are:

- Importance of the content and of learning: In a classroom with a strong culture for learning, teachers convey the educational value of what the students are learning.
- Expectations for learning and achievement: In classrooms with robust cultures for learning, all students receive the message while the work is challenging, all are capable of achieving at a high level if they are prepared to work hard.
- Student pride in work: When students are convinced of their capabilities, they are willing to devote energy to the task at hand, and they take pride in their accomplishments. This pride is reflected in their interactions with classmates and with the teacher.

Indicators include:

- Belief in the value of the work
- Expectations are high and supported through both verbal and nonverbal behaviors
- Quality is expected and recognized
- Effort and persistence are expected and recognized
- Confidence in ability is evidenced by teacher and students language and behaviors
- Expectation for all students to participate

Charlotte Danielson Framework for Teaching Critical Attributes and Possible Examples

2b: Establishing a Culture for Learning

	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
Critical Attributes	<ul style="list-style-type: none"> - The teacher conveys the reasons for the work are external or trivializes the learning goals and assignments. - The teacher conveys to some students the work is too challenging for them. - Students exhibit little or no pride in their work. - Class time is devoted more to socializing than to learning 	<ul style="list-style-type: none"> - Teacher's energy for the work is neutral: indicating neither a high level of commitment nor "blowing it off." - The teacher conveys high expectations for only some students. - Students comply with the teacher's expectations for learning, but don't indicate commitment on their own initiative for the work. - Many students indicate they are looking for an "easy path." 	<ul style="list-style-type: none"> - The teacher communicates the importance of learning, and with hard work all students can be successful in it. - The teacher demonstrates a high regard for student abilities. - Teacher conveys an expectation of high levels of student effort. - Students expend good effort to complete work of high quality. 	<p>In addition to the characteristics of effective;</p> <ul style="list-style-type: none"> - The teacher communicates a genuine passion for the subject. - Students indicate they are not satisfied unless they have complete understanding. - Student questions and comments indicate a desire to understand the content, rather than, for example, simply learning a procedure for getting the correct answer. - Students recognize the efforts of their classmates. - Students take initiative in improving the quality of their work.
Possible Examples	<ul style="list-style-type: none"> - The teacher tells students they're doing a lesson because it's on the test; in the book, or is district- directed. - Teacher says to a student: "Why don't you try this easier problem?" - Students turn in sloppy or incomplete work. - Students don't engage in work and the teacher ignores it. - Students have not completed their homework and the teacher does not respond. - Almost all of the activities are "busy work." 	<ul style="list-style-type: none"> - Teacher says: "Let's get through this." - Teacher says: "I think most of you will be able to do this." - Students consult with one another to determine how to fill in a worksheet, without challenging classmates' thinking. - Teacher does not encourage students who are struggling. - Some students get to work after an assignment is given or after entering the room. 	<ul style="list-style-type: none"> - Teacher says: "This is important; you'll need to speak grammatical English when you apply for a job." - Teacher says: "This idea is really important! It's central to our understanding of history." - Teacher says: "Let's work on this together: it's hard, but you all will be able to do it well." - Teacher hands a paper back to a student, saying "I know you can do a better job on this." The student accepts it without complaint. - Students get to work right away when an assignment is given or after entering the room. 	<ul style="list-style-type: none"> - The teacher says: "It's really fun to find the patterns for factoring polynomials." - Student asks a classmate to explain a concept or procedure since s/he didn't quite follow the teacher's explanation. - Students question one another on answers. - Student asks the teacher whether s/he can re-do a piece of work since s/he now sees how it could be strengthened. - Students work even when the teacher isn't working with them or directing their efforts.

WCSD STANDARD 2 CLASSROOM ENVIRONMENT				
COMPONENT <i>Elements</i>	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
2c: Managing Classroom Procedures <ul style="list-style-type: none"> - <i>Instructional groups</i> - <i>Transitions</i> - <i>Materials and supplies</i> - <i>Non-instructional duties</i> - <i>Volunteers and paraprofessionals</i> 	<ul style="list-style-type: none"> - Teacher has not established procedures and routines for group work, or communicated the behavioral expectations to students. - There is significant loss of instructional time due to chaotic transitions, disorganized or unsafe management of materials and supplies, and inefficient performance of non-instructional duties. - Volunteers and paraprofessionals have no clearly defined duties, and are idle most of the time. 	<ul style="list-style-type: none"> - Teacher has established a few procedures and routines for group work, with only some students aware of the behavioral expectations. - Only some transitions, routines for handling materials and supplies, and performance of non-instructional duties function moderately well, resulting in some loss of instructional time. - Volunteers and paraprofessionals are productively engaged during portions of class time. 	<ul style="list-style-type: none"> - Teacher has established procedures and routines for group work, and students follow the behavioral expectations. - Transitions, routines for handling materials and supplies, and performance of efficient systems for non-instructional duties occur smoothly, with little loss of instructional time. - Volunteers and paraprofessionals are productively and independently engaged during the entire class. 	<ul style="list-style-type: none"> - Teacher has clearly established procedures and routines for group work; all students follow the behavioral expectations, and are able to monitor themselves and others. - Transitions, routines for handling materials and supplies, and performance of efficient systems for non-instructional duties are seamless, with students assuming responsibility in ensuring the efficient operation of the program. - Volunteers and paraprofessionals make a substantive contribution to the classroom environment.

Charlotte Danielson Framework for Teaching Supporting Documents

A smoothly functioning classroom is a prerequisite to good instruction and high levels of student engagement. Teachers establish and monitor routines and procedures for the smooth operation of the classroom and the efficient use of time. Hallmarks of a well-managed classroom are instructional groups which are used effectively, non-instructional tasks are completed efficiently, and transitions between activities and management of materials and supplies are skillfully done in order to maintain momentum and maximize instructional time. The establishment of efficient routines, and teaching students to employ them, may be inferred from the sense the class “runs itself.”

Elements of Component 2c are:

- Management of instructional groups: Teachers help students to develop the skills to work purposefully and cooperatively in groups, with little supervision from the teacher.
- Management of transitions: Many lessons engage students in different types of activities – large group, small group, independent work. Its important little time is lost as students move from one activity to another; students know the “drill” and execute it seamlessly.
- Management of materials and supplies: Experienced teachers have all necessary materials on hand, and have taught students to implement routines for distribution and collection of materials with a minimum of disruption to the flow of instruction.
- Performance of non-instructional duties: Overall, little instructional time is lost in activities such as taking attendance, recording the lunch count, or the return of permission slips for a class trip.

Indicators include:

- Smooth functioning of all routines
- Little or no loss of instructional time
- Students playing an important role in carrying out the routines
- Students know what to do, where to move

Charlotte Danielson Framework for Teaching Critical Attributes and Possible Examples

2c: Managing Classroom Procedures

	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
Critical Attributes	<ul style="list-style-type: none"> - Students not working with the teacher are not productively engaged or are disruptive to the class. - There are no established procedures for distributing and collecting materials. - Procedures for other activities are confused or chaotic. 	<ul style="list-style-type: none"> - Small groups are only partially engaged while not working directly with the teacher. - Procedures for transitions, and distribution/collection of materials, seem to have been established, but their operation is rough. - Classroom routines function unevenly. 	<ul style="list-style-type: none"> - The students are productively engaged during small group work. - Transitions between large and small group activities are smooth. - Routines for distribution and collection of materials and supplies work efficiently. - Classroom routines function smoothly. 	<p>In addition to the characteristics of effective;</p> <ul style="list-style-type: none"> - Students take the initiative with their classmates to ensure their time is used productively. - Students themselves ensure transitions and other routines are accomplished smoothly. - Students take initiative in distributing and collecting materials efficiently.
Possible Examples	<ul style="list-style-type: none"> - When moving into small groups, students ask questions as to where they are supposed to go, whether they should take their chairs, etc. - There are long lines for materials and supplies or distributing supplies is time-consuming. - Students bump into one another lining up or sharpening pencils. - Roll-taking consumes much time at the beginning of the lesson and students are not working on anything. - Most students ask what they are to do or look around for clues from others. 	<ul style="list-style-type: none"> - Some students not working with the teacher are off-task - Transition between large and small group activities requires five minutes but is accomplished. - Students ask what they are to do when materials are being distributed or collected. - Students ask some clarifying questions about procedures. - Taking attendance is not fully routinized; students are idle while the teacher fills out the attendance form. 	<ul style="list-style-type: none"> - Students get started on an activity while the teacher takes attendance. - Students move directly between large and small group activities. - The teacher has an established timing device, such as counting down, to signal students to return to their desks. - Teacher has an established attention signal, such as raising a hand, or dimming the lights. - One member of each small group collects materials for the table. - There is an established color-coded system indicating where materials should be stored. - In small group work, students have established roles, they listen to one another, summarize different views, etc. - Clean-up at the end of a lesson is fast and efficient. 	<ul style="list-style-type: none"> - Students redirect classmates in small groups not working directly with the teacher to be more efficient in their work. - A student reminds classmates of the roles they are to play within the group. - A student re-directs a classmate to the table s/he should be at following a transition. - Students propose an improved attention signal. - Students independently check themselves into class on the attendance board.

WCSD STANDARD 2 CLASSROOM ENVIRONMENT				
COMPONENT <i>Elements</i>	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
2d: Managing Student Behavior - <i>Expectations</i> - <i>Monitoring of student behavior</i> - <i>Response to student misbehavior</i>	- No standards of conduct appear to have been established, or students are confused as to what the standards are. - Teacher does not monitor or respond to misbehavior, leading to unawareness, or the response is inconsistent, overly repressive, or does not respect each student's dignity.	- Standards of conduct appear to have been established, and most students follow expectations. - Teacher is aware of student behavior, but may miss opportunities or achieve mixed results in providing positive reinforcement or consequences for some students.	- Standards of conduct are posted, stated and followed by all students, who also monitor their own behavior. - Teacher is alert to student behavior at all times, and takes the appropriate opportunity to provide positive reinforcement or consequences while respecting each student's dignity, or student behavior is generally appropriate.	- Standards of conduct are posted, stated and referred to by all students, appear to have been developed with student participation, so monitoring by teacher is subtle and preventive, and students monitor their own and peers' behavior, correcting one another respectfully. - Teacher response to misbehavior is appropriate, successful and sensitive to students' individual needs, or student behavior is entirely appropriate.

Charlotte Danielson Framework for Teaching Supporting Documents

In order for students to be able to engage deeply with content, the classroom environment must be orderly; the atmosphere must feel business-like and productive, without being authoritarian. In a productive classroom, standards of conduct are clear to students; they know what they are permitted to do, and what they can expect of their classmates. Even when their behavior is being corrected, students feel respected; their dignity is not undermined. Skilled teachers regard positive student behavior not as an end in itself, but as a prerequisite to high levels of engagement in content.

Elements of Component 2d are:

- Expectations: It is clear, either from what the teacher says, or by inference from student actions, expectations for student conduct have been established and are being implemented.
- Monitoring of student behavior: Experienced teachers seem to have eyes "in the backs of their heads"; they are attuned to what's happening in the classroom and can move subtly to help students, when necessary, re-engage with the content being addressed in the lesson. At a high level, such monitoring is preventive and subtle, which makes it challenging to observe.
- Response to student misbehavior: Even experienced teachers find their students occasionally violate one or another of the agreed-upon standards of conduct; how the teacher responds to such infractions is an important mark of the teacher's skill. Accomplished teachers try to understand why students are conducting themselves in such a manner (are they unsure of the content, are they trying to impress their friends?) and respond in such a way they respect the dignity of the student. The best responses are those that address misbehavior early in an episode, although this is not always possible.

Indicators include:

- Clear standards of conduct, possibly posted, and possibly referred to during a lesson
- Absence of acrimony between teacher and students concerning behavior
- Teacher awareness of student conduct
- Preventive action when needed by the teacher
- Fairness
- Absence of misbehavior
- Reinforcement of positive behavior

Charlotte Danielson Framework for Teaching Critical Attributes and Possible Examples

2d: Managing Student Behavior

	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
Critical Attributes	<ul style="list-style-type: none"> - The classroom environment is chaotic, with no apparent standards of conduct. - The teacher does not monitor student behavior. - Some students violate classroom rules, without apparent teacher awareness. - When the teacher notices student misbehavior, s/he appears helpless to do anything about it. 	<ul style="list-style-type: none"> - Teacher attempts to maintain order in the classroom but with uneven success; standards of conduct, if they exist, are not evident. - Teacher attempts to keep track of student behavior, but with no apparent system. - The teacher's response to student misbehavior is inconsistent: sometimes very harsh; other times lenient. 	<ul style="list-style-type: none"> - Standards of conduct appear to have been established. - Student behavior is generally appropriate. - The teacher frequently monitors student behavior. - Teacher's response to student misbehavior is effective. - Teacher acknowledges good behavior 	<p>In addition to the characteristics of effective;</p> <ul style="list-style-type: none"> - Student behavior is entirely appropriate; no evidence of student misbehavior. - The teacher monitors student behavior without speaking – just moving about. - Students respectfully intervene as appropriate with classmates to ensure compliance with standards of conduct.
Possible Examples	<ul style="list-style-type: none"> - Students are talking among themselves, with no attempt by the teacher to silence them. - An object flies through the air without apparent teacher notice. - Students are running around the room, resulting in chaos. - Students use their phones and other electronics; the teacher doesn't do anything. 	<ul style="list-style-type: none"> - Classroom rules are posted, but neither teacher nor students refer to them. - The teacher repeatedly asks students to take their seats; some ignore him/her. - To one student: "Where's your late pass? Go to the office." To another: "You don't have a late pass? Come in and take your seat; you've missed enough already." 	<ul style="list-style-type: none"> - Upon a non-verbal signal from the teacher, students correct their behavior. - The teacher moves to every section of the classroom, keeping a close eye on student behavior. - The teacher gives a student a "hard look," and the student stops talking to his/her neighbor. 	<ul style="list-style-type: none"> - A student suggests a revision in one of the classroom rules. - The teacher notices some students are talking among themselves, and without a word, moves nearer to them; the talking stops. - The teacher asks to speak to a student privately about misbehavior. - A student reminds his/her classmates of the class rule about chewing gum.

WCSD STANDARD 2 CLASSROOM ENVIRONMENT				
COMPONENT <i>Elements</i>	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
2e: Organizing Physical Space - <i>Safety and accessibility</i> - <i>Arrangement of furniture and use of physical resources</i> - <i>Resource-rich environment</i>	- The physical arrangement of the classroom is unsafe, or learning is not accessible to some students. - The furniture arrangement hinders the learning activities, or the Teacher makes poor use of physical resources. - No student exemplars, relevant instructional materials, or representations of current content are displayed.	- The physical arrangement of the classroom is safe, and essential learning is accessible to most students. - The furniture may be adjusted for a lesson, but with limited effectiveness. - Limited student exemplars, relevant instructional materials, or representations of current content are displayed, and minimal interaction with resources is initiated by the Teacher.	- The physical arrangement of the classroom is safe, and learning is equally accessible to all students. - Furniture is arranged and resource materials are available to aid and extend learning activities for most students. - A variety of student exemplars, relevant instructional materials and/or representations of current content are displayed.	- The classroom physical arrangement is safe, and students ensure that all learning is equally accessible to all. - Furniture is arranged and resources available to advance learning. - Teacher and students have multiple opportunities to use or create resource materials to learn or extend learning opportunities.

Charlotte Danielson Framework for Teaching Supporting Documents

The use of the physical environment to promote student learning is a hallmark of an experienced teacher. Its use varies, of course, with the age of the students: in a primary classroom, centers and reading corners may structure class activities, while with older students, the position of chairs and desks can facilitate, or inhibit, rich discussion. Naturally, classrooms must be safe (no dangling wires or dangerous traffic patterns), and all students must be able to see and hear what’s going on so they can participate actively. Both the teacher and students make effective use of computer (and other) technology.

Elements of Component 2E are:

- *Safety and accessibility: Physical safety is a primary consideration of all teachers; no learning can occur if students are unsafe or if they don’t have access to the board or other learning resources*
- *Arrangement of furniture and use of physical resources: Both the physical arrangement of a classroom and the available resources provide opportunities for teachers to advance learning; when these are skillfully used students can engage with the content in a productive manner. At the highest levels of performance, the students themselves contribute to the physical environment*

Indicators include:

- *Pleasant, inviting atmosphere*
- *Safe environment*
- *Accessibility for all students*
- *Furniture arrangement suitable for the learning activities*
- *Effective use of physical resources, including computer technology, by both teacher and students*

Charlotte Danielson Framework for Teaching Critical Attributes and Possible Examples				
2e: Organizing Physical Space				
	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
Critical Attributes	<ul style="list-style-type: none"> - There are physical hazards in the classroom, endangering student safety. - Many students can't see or hear the teacher or the board. - Available technology is not being used, even if available and its use would enhance the lesson. 	<ul style="list-style-type: none"> - The physical environment is safe, and most students can see and hear. - The physical environment is not an impediment to learning, but does not enhance it. - The teacher makes limited use of available technology and other resources. 	<ul style="list-style-type: none"> - The classroom is safe, and all students are able to see and hear. - The classroom is arranged to support the instructional goals and learning activities. - The teacher makes appropriate use of available technology. 	<p>In addition to the characteristics of effective;</p> <ul style="list-style-type: none"> - Modifications are made to the physical environment to accommodate students with special needs. - There is total alignment between the goals of the lesson and the physical environment. - Students take the initiative to adjust the physical environment. - Teachers and students make extensive and imaginative use of available technology.
Possible Examples	<ul style="list-style-type: none"> - There are electrical cords running around the classroom. - There is a pole in the middle of the room; some students can't see the board. - A white board is in the classroom, but it is facing the wall. 	<ul style="list-style-type: none"> - The teacher ensures dangerous chemicals are stored safely. - The classroom desks remain in two semicircles, requiring students to lean around their classmates during small group work. - The teacher tries to use a computer to illustrate a concept, but requires several attempts to make it work. 	<ul style="list-style-type: none"> - There are established guidelines concerning where backpacks are left during class to keep the pathways clear; students comply. - Desks are moved to make tables so students can work together, or in a circle for a class discussion. - The use of an Internet connection extends the lesson. 	<ul style="list-style-type: none"> - Students ask if they can shift the furniture to better suit small group work, or discussion. - A student closes the door to shut out noise in the corridor, or lowers a blind to block the sun from a classmate's eyes. - A student suggests an application of the white board for an activity.

WCSD STANDARD 3 INSTRUCTION				
COMPONENTS <i>Elements</i>	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
3a: Communicating with Students <i>Expectations for learning</i> <i>Directions, procedures and explanation of content</i>	<ul style="list-style-type: none"> - The oral or written purpose of a lesson or unit is unclear to students, including directions, procedures, or explanations of the content. - The Teacher’s spoken and/or written language contains errors of grammar or syntax. - Objectives are not posted or communicated to students. 	<ul style="list-style-type: none"> - The instructional purpose, directions and procedures are explained with limited success and must be clarified after initial student confusion. - The Teacher’s vocabulary is correct, but limited or inappropriate to student ages and background. - Objectives are posted or communicated, but not referred to during the lesson. 	<ul style="list-style-type: none"> - The purpose of the lesson or unit is clear, appropriate, and connects with <u>most</u> students’ <u>prior</u> knowledge and experience, including where the lesson is situated within broader learning. - The Teacher’s oral and written directions, procedures, and explanation of content are clear and appropriate. - Objectives are posted or communicated to students and referred to throughout the lesson. 	<ul style="list-style-type: none"> - The purpose of the lesson or unit is clear, <u>to all students</u> including where it is situated within broader learning, and linking that purpose to <u>all students’</u> interests. - Directions and procedures are clear to students, anticipate possible student misunderstanding, the explanation of content connects with <u>all students’ prior</u> knowledge <u>and</u>, experience, <u>and present learning</u>, and students contribute to explaining concepts to their peers. - References to objectives are integrated throughout the lesson.

Charlotte Danielson Framework for Teaching Supporting Documents

Teachers communicate with students for several independent, but related, purposes. First, they convey teaching and learning are purposeful activities; they make purpose clear to students. They also provide clear directions for classroom activities, so students know what it is they are to do. When they present concepts and information, those presentations are made with accuracy, clarity and imagination; where appropriate to the lesson, skilled teachers embellish their explanations with analogies or metaphors, linking them to students’ interests and prior knowledge. Teachers occasionally withhold information from students (for example in an inquiry science lesson) to encourage them to think on their own, but what information they do convey is accurate and reflects deep understanding. The teacher’s use of language is vivid, rich, and error free, affording the opportunity for students to hear language well used and to extend their own vocabularies. Teacher presents complex concepts in ways that provide scaffolding and access to students.

Elements of Component 3a are:

- Expectations for learning: The goals for learning are communicated clearly to students. Even if not conveyed at the outset of a lesson (for example, an inquiry lesson in science) by the end of the lesson students are clear about what they have been learning
- Directions for activities: Students are clear about what they are expected to do during a lesson, particularly if students are working independently or with classmates without direct teacher supervision. These directions for the lesson activities may be provided orally, in writing, or in some combination of the two
- Explanations of content: Skilled teachers, when explaining concepts to students, use vivid language and imaginative analogies and metaphors, connecting explanations to students’ interests and lives beyond school. The explanations are clear, with appropriate scaffolding, and, where appropriate, anticipate possible student misconceptions
- Use of oral and written language: For many students, their teachers’ use of language represents their best model of both accurate syntax and a rich vocabulary; these models enable students to emulate such language, making their own more precise and expressive

Indicators include:

- Clarity of lesson purpose
- Clear directions and procedures specific to the lesson activities
- Absence of content errors and clear explanations of concepts
- Students understand the content
- Correct and imaginative use of language

Charlotte Danielson Framework for Teaching Critical Attributes and Possible Examples

3a: Communicating with Students

	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
Critical Attributes	<ul style="list-style-type: none"> - At no time during the lesson does the teacher convey to the students what they will be learning. - Students indicate through their questions they are confused as to the learning task. - The teacher makes a serious content error affecting students' understanding of the lesson. - Students indicate through body language or questions they don't understand the content being presented. - Teacher's communications include errors of vocabulary or usage. - Vocabulary is inappropriate to the age or culture of the students. 	<ul style="list-style-type: none"> - The teacher refers in passing to what the students will be learning, or it is written on the board with no elaboration or explanation. - Teacher must clarify the learning task so students can complete it. - The teacher makes no serious content errors, although may make a minor error. - The teacher's explanation of the content consists of a monologue or is purely procedural with minimal participation by students. - Vocabulary and usage are correct but unimaginative. - Vocabulary is too advanced or juvenile for the students. 	<ul style="list-style-type: none"> - The teacher states clearly, at some point during the lesson, what the students will be learning. - If appropriate, the teacher models the process to be followed in the task. - Students engage with the learning task, indicating they understand what they are to do. - The teacher makes no content errors. - Teacher's explanation of content is clear, and invites student participation and thinking. - Vocabulary and usage are correct and completely suited to the lesson. - Vocabulary is appropriate to the students' ages and levels of development. 	<p>In addition to the characteristics of effective;</p> <ul style="list-style-type: none"> - The teacher points out possible areas for misunderstanding. - Teacher explains content clearly and imaginatively, using metaphors and analogies to bring content to life. - All students seem to understand the presentation. - The teacher invites students to explain the content to the class, or to classmates. - Teacher uses rich language, offering brief vocabulary lessons where appropriate.
Possible Examples	<ul style="list-style-type: none"> - A student asks: "What are we supposed to be doing?" but the teacher ignores the question. - The teacher states to add fractions, they must have the same numerator. - Students have a quizzical look on their faces; some may withdraw from the lesson. - Students become disruptive, or talk among themselves in an effort to follow the lesson. - The teacher uses technical terms without explaining their meanings. - The teacher says, "ain't." 	<ul style="list-style-type: none"> - The teacher mispronounces words - The teacher says: "And oh, by the way, today we're going to factor polynomials." - A student asks: "What are we supposed to be doing?" and the teacher clarifies the task. - Students ask, "What do I write here?" in order to complete a task. - The teacher says: "Watch me while I show you how to" with students asked only to listen. - A number of students do not seem to be following the explanation. - Students are inattentive during the teacher's explanation of content. 	<ul style="list-style-type: none"> - "By the end of today's lesson, you're all going to be able to factor different types of polynomials." - In the course of a presentation of content, the teacher asks of students: "Can anyone think of an example?" - The teacher uses a board or projection device so students can refer to it without requiring the teacher's attention. 	<ul style="list-style-type: none"> - The teacher says: "Here's a spot where some students have difficulty:...be sure to read it carefully." - The teacher asks a student to explain the task to other students. - When needed, a student offers clarification about the learning task to classmates. - The teacher explains passive solar energy by inviting students to think about the temperature in a closed car on a cold, but sunny day, or by the water in a hose that has been sitting in the sun. - The teacher says: "Who would like to explain this idea to us?" - The teacher pauses during an explanation of the civil rights movement to remind students the prefix "in" as in "inequality" means "not." The prefix "un" also means the same thing.

WCSD STANDARD 3 INSTRUCTION				
COMPONENTS <i>Elements</i>	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
3b: Using Questioning and Discussion Techniques - <i>Quality of questions</i> - <i>Discussion techniques/student participation</i>	<ul style="list-style-type: none"> - Questions are virtually all of poor quality, with low cognitive challenge, single correct responses, and asked in rapid succession. - Teacher and student interactions are predominantly recitation style, with the teacher mediating all questions and answers, and few students participate in the discussion. - <u>Teacher makes no attempt to support students in making connections.</u> 	<ul style="list-style-type: none"> - Questions are a combination of low and high quality, posed in rapid succession, and only some invite a thoughtful response. - Teacher makes an attempt to engage students in a discussion, but with limited success. - <u>Student discussions and interactions allow limited opportunities to develop understanding or gain skills.</u> - <u>Teacher makes limited attempts or uses unvaried strategies to support students in making connections among concepts or events.</u> 	<ul style="list-style-type: none"> - Questions are of high quality, are appropriate for lesson objectives, promote thoughtful responses, and adequate time is provided for students to respond. - Teacher creates <u>opportunities for sustained</u> discussions among students using a variety of discussion techniques. - <u>Student discussions and interactions generally allow students to articulate and deepen understanding or gain skills.</u> - <u>Teacher uses at least two strategies, including high quality questioning, to support students in making connections among concepts or events previously believed to be unrelated, and arrive at a new understanding of complex material.</u> 	<ul style="list-style-type: none"> - Questions are of uniformly high quality, with adequate time for students to respond, and students formulate content-relevant questions. - Teacher intentionally creates an opportunity for <u>sustained</u> student-led discussions, where students make unsolicited contributions. - <u>Student discussions and interactions allow students to articulate and deepen their understanding or gain skills.</u> - <u>Teacher uses a variety of strategies, including high quality questions, to support students in making connections among concepts or events previously believed to be unrelated, and arrive at a new understanding of complex material.</u>

Charlotte Danielson Framework for Teaching Supporting Documents

Questioning and discussion are the only instructional strategies specifically referred to in the framework for teaching; this reflects their central importance to teachers’ practice. But in the framework, it is important questioning and discussion are used as techniques to deepen student understanding, rather than serving as recitation, or a verbal “quiz”. Good teachers use divergent as well as convergent questions, framed in such a way they invite students to formulate hypotheses, make connections, or challenge previously held views. Students’ responses to questions are valued; effective teachers are especially adept at responding to and building on student responses and making use of their ideas. High quality questions encourage students to make connections among concepts or events previously believed to be unrelated, and arrive at new understandings of complex material.

Effective teachers also pose questions for which they do not know the answers. Even when a question has a limited number of correct responses, the question, being non-formulaic, is likely to promote thinking by students. Class discussions are animated, engaging all students in important issues and in using their own language to deepen and extend their understanding. They may be based around questions formulated by the students themselves.

Not all questions must be at a high cognitive level in order for a teacher’s performance to be rated at a high level; when exploring a topic, a teacher might begin with a series of questions of low cognitive challenge to provide a review, or to ensure everyone in the class is “on board.” Furthermore, if questions are at a high level, but only a few students participate in the discussion, the teacher’s performance on the component cannot be judged to be at a high level. In addition, in lessons involving students in small-group work, the quality of the students’ questions and discussion in their small groups may be considered as part of this component.

In order for students to formulate high-level questions, they must have learned how to do this. Therefore, high-level questions from students, either in the full class, or in small group discussions, provide evidence these skills have been taught.

Elements of component 3b are:

- Quality of questions/prompts: Questions of high quality cause students to think and reflect, to deepen their understanding, and to test their ideas against those of their classmates. When teachers ask questions of high quality, they ask only a few of them, and they provide students with sufficient time to think about their response, to reflect on the comments of their classmates, and to deepen their understanding. Occasionally, for the purposes of review, teachers ask students a series of (usually low-level) questions in a type of verbal quiz. This may be helpful for the purpose of establishing the facts of an historical event, for example, but they should not be confused with the use of questioning to deepen students’ understanding

- Discussion techniques: Effective teachers promote learning through discussion. Some teachers report, “we discussed x” when what they mean is, “I said x.” Some teachers confuse discussion with explanation of content; as important as that is, it’s not discussion. Rather, in a true discussion, a teacher poses a question, and invites all students’ views to be heard, thus enabling students to engage in discussion directly with one another, not always mediated by the teacher
- Student participation: In some classes a few students tend to dominate the discussion, other students, recognizing this pattern, hold back their contributions. Teacher uses a range of techniques to ensure all students contribute to the discussion, and enlist the assistance of students to ensure this outcome

Indicators include:

- Questions of high cognitive challenge, formulated by both students and teacher
- Questions with multiple correct answers, or multiple approaches even when there is a single correct response - Effective use of student responses and ideas
- Discussion with the teacher stepping out of the central, mediating role
- High levels of student participation in discussion

Charlotte Danielson Framework for Teaching Critical Attributes and Possible Examples

3b: Using Questioning and Discussion Techniques

	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
Critical Attributes	<ul style="list-style-type: none"> - Questions are rapid-fire, and convergent, with a single correct answer. - There is no wait time after a question. - Questions do not invite student thinking. - All discussion is between teacher and students; students are not invited to speak directly to one another. - A few students dominate the discussion. 	<ul style="list-style-type: none"> - Teacher frames some questions designed to promote student thinking, but only a few students are involved. - The teacher invites students to respond directly to one another’s ideas, but few students respond. - Teacher calls on many students, but only a small number actually participate in the discussion. - Teacher’s wait time is inconsistent. 	<ul style="list-style-type: none"> - Teacher uses open-ended questions, inviting students to think and/or offer multiple possible answers. - The teacher makes effective use of wait time. - The teacher builds on student responses to questions effectively. - Discussions enable students to talk to one another, without ongoing mediation by the teacher. - The teacher calls on most students, even those who don’t initially volunteer. - Many students actively engage in the discussion. 	<p>In addition to the characteristics of effective;</p> <ul style="list-style-type: none"> - Students initiate higher-order questions. - Students extend the discussion, enriching it. - Students invite comments from their classmates during a discussion.
Possible Examples	<ul style="list-style-type: none"> - All questions are of the “recitation” type, such as “What is 3 x 4?” - The teacher asks a question for which the answer is on the board; students respond by reading it. - The teacher only calls on students who have their hands up. 	<ul style="list-style-type: none"> - Many questions are of the “recitation” type, such as “How many members of the House of Representatives are there?” - The teacher asks: “Who has an idea about this?” the same three students offer comments. - The teacher asks: “Michael, can you comment on Mary’s idea?” but Michael does not respond, or makes a comment directly to the teacher. 	<ul style="list-style-type: none"> - The teacher asks: “What might have happened if the colonists had not prevailed in the American War for Independence?” - The teacher uses the plural form in asking questions, such as: “What are some things you think might contribute to...?” - The teacher asks: “Michael, can you comment on Mary’s idea?” and Michael responds directly to Mary. - The teacher asks a question and asks every student to write a brief response, and then share with a partner before inviting a few to offer their ideas to the entire class. 	<ul style="list-style-type: none"> - A student asks “How many ways are there to get this answer?” - A student says to a classmate: “I don’t think I agree with you on this, because...” - A student asks of other students: “Does anyone have another idea as to how we might figure this out?” - A student asks “What if...?”

WCSD STANDARD 3 INSTRUCTION				
COMPONENTS <i>Elements</i>	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
<p>3c: Engaging Students in Learning</p> <ul style="list-style-type: none"> - <i>Activities and assignments</i> - <i>Grouping of students</i> - <i>Instructional materials and resources</i> - <i>Structure and pacing</i> - <i>Instructional strategies</i> 	<p>Teacher-designed instructional groups, and instructional materials, resources, activities and assignments:</p> <ul style="list-style-type: none"> - are not developmentally appropriate and do not promote differentiated instruction; - do not engage students cognitively or in discussions, or provide opportunity for interaction, and are not appropriate to instructional outcomes; - have no clearly defined structure, or the pace of the lesson is too slow or rushed, or both, <u>there is no closure and students are not provided opportunities to reflect on their learning.</u> - No research-based instructional strategies are used in the classroom, and appropriate technology is not incorporated into the lesson. 	<p>Teacher-designed instructional groups, and instructional materials, resources, activities and assignments:</p> <ul style="list-style-type: none"> - partially facilitate differentiated instruction, but are only partially developmentally appropriate to the instructional purpose; - limit interaction and discussion, are only moderately successful in engaging students cognitively, <u>in discussions,</u> and may fail to advance the instructional outcomes of the lesson; - have a recognizable structure, although it is not uniformly maintained throughout the lesson, although and opportunities for reflection and closure are limited or unrelated to the learning goals, pacing of the lesson is appropriate and reflects the needs of some students. - Minimal research- based instructional strategies are used, and only minimal technology is incorporated into the lesson. 	<p>Teacher-designed instructional groups, and instructional materials, resources, <u>relevant and worthwhile</u> activities and assignments:</p> <ul style="list-style-type: none"> - facilitate differentiation, are developmentally productive, and are appropriate to the students or to the instructional purposes of the lesson; - engage most students cognitively, providing opportunity for interaction and <u>extended</u> discussion; - have a clearly defined structure around which the activities are organized, and pacing of the lesson is appropriate <u>allowing for reflection and closure</u> and reflects the needs of <u>most</u> students. - Some research- based instructional strategies are used, and appropriate technology is incorporated into the lesson. 	<p>Teacher-designed instructional groups, and instructional materials, resources, <u>relevant and worthwhile</u> activities and assignments:</p> <ul style="list-style-type: none"> - facilitate differentiation, are developmentally productive, and are fully appropriate to <u>all</u> the students and to the instructional purposes of the lesson; - engage <u>all</u> students cognitively and provide opportunities <u>for extended discussion and</u> for students to initiate choice, adaptation, or creation of materials and activities to enhance their learning; - have a structure that is highly coherent, allowing for reflection and closure, and pacing of the lesson is appropriate and reflects the needs of all students. - Extensive research- based instruction strategies are used, and appropriate technology is always incorporated into the-lesson.

Charlotte Danielson Framework for Teaching Supporting Documents

Student engagement in learning is the centerpiece of the framework for teaching; all other components contribute to it. When students are engaged in learning, they are not merely “busy,” nor are they only “on task.” Rather, they are intellectually active in learning important and challenging content. The critical distinction between a classroom in which students are compliant and busy, and one in which they are engaged, is in the latter students are developing their understanding through what they do. The students are engaged in discussion, debate, answering “what if?” questions, discovering patterns, and the like. They may be selecting their work from a range of (teacher arranged) choices, and making important contributions to the intellectual life of the class. Such activities don’t typically consume an entire lesson, but they are essential components of engagement.

A lesson in which students are engaged usually has a discernible structure: a beginning, a middle, and an end, with scaffolding provided by the teacher or by the activities themselves. Student tasks are organized to provide cognitive challenge, and then students are encouraged to reflect on what they have done and what they have learned. There is closure to the lesson, in which students derive the important learning from their own actions. A critical question for an observer in determining the degree of student engagement is “What are the students being asked to do?” If the answer to the question is they are filling in blanks on a worksheet, or performing a rote procedure, they are unlikely to be cognitively engaged.

In observing a lesson, it is essential not only to watch the teacher, but also to pay close attention to the students and what they are doing. The best evidence for student engagement is what students are saying and doing as a consequence of what the teacher does, or has done, or has planned.

Elements of Component 3c are:

- Activities and assignments: The activities and assignments are the centerpiece of student engagement, since they determine what it is students are asked to do. Activities and assignments promote learning are aligned with the goals of the lesson, and require student thinking emphasizing depth over breadth, and allow students to exercise some choice.
- Grouping of students: How students are grouped for instruction is one of the many decisions teachers make every day. There are many options; students of similar background and skill may be clustered together, or the more advanced students may be spread around into the different groups. Alternatively, a teacher might permit students to select their own groups, or they could be formed randomly.
- Instructional materials and resources: The instructional materials a teacher selects to use in the classroom can have an enormous impact on students' experience. While some teachers are obliged to use a school or district's officially sanctioned materials, many teacher use these selectively or supplement them with others of their choosing which are better suited to engaging students in deep learning, for example, the use of primary source materials in social studies.
- Structure and pacing: No one, whether adults or students, likes to be either bored or rushed in completing a task. Keeping things moving, within a well-defined structure, is one of the marks of an experienced teacher. And since much of student learning results from their reflection on what they have done, a well-designed lesson includes time for reflection and closure.

Indicators include:

- Activities aligned with the goals of the lesson
- Student enthusiasm, interest, thinking, problem-solving, etc.
- Learning tasks require high-level student thinking and are aligned with lesson objectives
- Students highly motivated to work on all tasks and are persistent even when the tasks are challenging
- Students actively "working," rather than watching while their teacher "works."
- Suitable pacing of the lesson: neither dragging nor rushed, with time for closure and student reflection

Charlotte Danielson Framework for Teaching Critical Attributes and Possible Examples

3c: Engaging Students in Learning

	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
Critical Attributes	<ul style="list-style-type: none"> - Few students are intellectually engaged in the lesson. - Learning tasks require only recall or have a single correct response or method. - The materials used ask students only to perform rote tasks. - Only one type of instructional group is used (whole group, small groups) when variety would better serve the instructional purpose. - Instructional materials used are unsuitable to the lesson and/or the students. - The lesson drags, or is rushed. 	<ul style="list-style-type: none"> - Some students are intellectually engaged in the lesson. - Learning tasks are a mix of those requiring thinking and recall. - Student engagement with the content is largely passive, learning primarily facts or procedures. - Students have no choice in how they complete tasks. - The teacher uses different instructional groupings; these are partially successful in achieving the lesson objectives. - The materials and resources are partially aligned to the lesson objectives, only some of them demanding student thinking. - The pacing of the lesson is uneven; suitable in parts, but rushed or dragging in others. 	<ul style="list-style-type: none"> - Most students are intellectually engaged in the lesson. - Learning tasks have multiple correct responses or approaches and/or demand higher-order thinking. - Students have some choice in how they complete learning tasks. - There is a mix of different types of groupings, suitable to the lesson objectives. - Materials and resources support the learning goals and require intellectual engagement, as appropriate. - The pacing of the lesson provides students the time needed to be intellectually engaged. 	<p>In addition to the characteristics of effective;</p> <ul style="list-style-type: none"> - Virtually all students are highly engaged in the lesson. - Students take initiative to modify a learning task to make it more meaningful or relevant to their needs. - Students suggest modifications to the grouping patterns used. - Students have extensive choice in how they complete tasks. - Students suggest modifications or additions to the materials being used. - Students have an opportunity for reflection and closure on the lesson to consolidate their understanding.

<p style="text-align: center;">Possible Examples</p>	<ul style="list-style-type: none"> - Most students are playing video games during the lesson. - Students fill out the lesson worksheet by copying words from the board. - The teacher lectures for 45 minutes. - Most students don't have time to complete the assignment; the teacher moves on in the lesson. 	<ul style="list-style-type: none"> - In three of the five small groups, students are figuring out an answer to the assigned problem. - Students are asked to fill in a worksheet, following an established procedure. - There is a recognizable beginning, middle, and end to the lesson. - The teacher lectures for 20 minutes, and provides 15 minutes for the students to write an essay; most students are able to complete it. 	<ul style="list-style-type: none"> - Students are asked to formulate a hypothesis about what might happen if the American voting system allowed for the direct election of presidents. - Students are given a task to do independently, then to discuss with a table group, followed by a report- out from each table. - There is a clear beginning, middle, and end to the lesson. - The lesson is neither rushed nor drags. 	<ul style="list-style-type: none"> - Students are asked to write an essay "in the style of Hemmingway." - A student asks whether they might remain in their small groups to complete another section of the activity, rather than work independently. - Students identify or create their own learning materials. - Students summarize their learning from the lesson.
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WCSD STANDARD 3 INSTRUCTION				
COMPONENTS <i>Elements</i>	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
3d: Using Assessment in Instruction <ul style="list-style-type: none"> - <i>Assessment criteria</i> - <i>Monitoring of student learning</i> - <i>Feedback to students</i> - <i>Student self-assessment and monitoring of progress</i> 	Teacher: <ul style="list-style-type: none"> - has not provided students with the criteria and performance standards by which their work will be evaluated; - does not monitor student learning in the curriculum; - provides poor quality feedback to students in an untimely manner; - students are unable to explain what they are learning, why they are learning it, or what successful performance looks like; - does not provide opportunity for student self-assessment. 	Teacher: <ul style="list-style-type: none"> - has provided students with minimal criteria and performance standards by which their work will be evaluated through formative and summative assessments; - monitors the progress of the class as a whole through limited use of formative and summative assessment techniques; - provides inequitable and inconsistent feedback to students, many of the students are unable to explain what they are learning, why they are learning it, or what successful performance looks like; - provides limited opportunity for student self-assessment using the assessment criteria. 	Teacher: <ul style="list-style-type: none"> - has made students fully aware of the criteria and performance standards by which their work will be continuously evaluated through formative and summative assessments; - monitors the progress of groups of students through use of continuous formative and summative assessment techniques; - provides timely, equitable and specific feedback to students, most students can generally explain what they are learning, why they are learning it, and what successful performance looks like; - provides frequent opportunities for most students to self-assess ment using the assessment criteria and make use of that information. 	Teacher: <ul style="list-style-type: none"> - has made students fully aware of the criteria and performance standards by which their work will be continuously evaluated through formative and summative assessments, and provides opportunities for students to contribute to the development of the criteria as appropriate; - monitors the progress of individual students through the use of continuous and specific formative and summative assessment techniques; - provides timely, equitable and specific feedback to students, and provides opportunities for students to make use of the feedback, all students can fully explain what they are learning, why they are learning it, and what successful performance looks like. - provides frequent opportunities for all student self-assessment and for students to make active use of that information.

Charlotte Danielson Framework for Teaching Supporting Documents

Assessment of student learning plays an important role in instruction; no longer does it signal the *end* of instruction; it is now recognized to be an integral part *of* instruction. While assessment *of* learning has always been and will continue to be an important aspect of teaching (it's important for teachers to know whether students have learned what they intended) assessment *for* learning has increasingly come to play an important role in classroom practice. And in order to assess student learning for the purposes of instruction, teachers must have their finger on "the pulse" of a lesson, monitoring student understanding and, where appropriate, offering feedback to students.

Of course, a teacher's actions in monitoring student learning, while it may superficially look the same as monitoring student behavior, has a fundamentally different purpose. When a teacher is monitoring behavior, he/she is alert to students who may be passing notes, or bothering their neighbors; when teachers monitor student learning, they look carefully at what students are writing, or listen carefully to the questions students ask, in order to gauge whether they require additional activity or explanation in order to grasp the content. In each case, the teacher may be circulating in the room, but his/her purpose in doing so is quite different in the two situations.

Similarly, on the surface, questions asked of students for the purpose of monitoring learning, are fundamentally different from those used to build understanding; in the former, teachers are alert to students' revealed misconceptions, whereas in the latter the questions are designed to explore relationships, or deepen understanding. Indeed, for the purpose of monitoring, many teachers create questions specifically to elicit the extent of student understanding, and use techniques (such as exit tickets) to ascertain the degree of understanding of every student in the class. Indeed, encouraging students (and actually teaching them the necessary skills) of monitoring their own learning against clear standards is demonstrated by teachers at high levels of performance in this component.

Elements of Component 3d are:

- **Assessment Criteria:** It is essential students know the criteria for assessment. At its highest level, students themselves have had a hand in articulating the criteria for, for example, a clear oral presentation.
- **Monitoring of student learning:** A teacher's skill in eliciting evidence of student understanding is one of the true marks of expertise. This is not a hit-or-miss effort, but is planned carefully in advance. But even after carefully planning, monitoring of student learning must be woven seamlessly into the lesson, using a variety of techniques.

- Feedback to students: Feedback on learning is an essential element of a rich instructional environment; without it, students are constantly guessing as to how they are doing, and how their work can be improved. Valuable feedback must be timely, constructive, and substantive, and provide students the guidance they need to improve their performance.
- Student self-assessment and monitoring of progress: The culmination of student assumption of responsibility for their learning is when they monitor their own learning, and take appropriate action. Of course, they can only do this if the criteria for learning are clear and if they have been taught the skills of checking their work against clear criteria.

Indicators include:

- Teacher paying close attention to evidence of student understanding
- Teacher posing specifically-created questions to elicit evidence of student understanding
- Teacher circulating to monitor student learning and to offer feedback
- Students assessing their own work against established criteria

Charlotte Danielson Framework for Teaching Critical Attributes and Possible Examples
3d: Using Assessment in Instruction

	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
Critical Attributes	<ul style="list-style-type: none"> - There is little or no assessment or monitoring of student learning; feedback is absent, or of poor quality. - Students do not appear to be aware of the assessment criteria and do not engage in self-assessment. 	<ul style="list-style-type: none"> - Assessment is used sporadically to support instruction, through some monitoring of progress of learning by teacher and/or students. - Feedback to students is general, and students appear to be only partially aware of the assessment criteria; few assess their own work. - Questions/prompts/ assessments are rarely used to diagnose evidence of learning. 	<ul style="list-style-type: none"> - Assessment is regularly used during instruction, through monitoring of progress of learning by teacher and/or students, resulting in accurate, specific feedback advancing learning. - Students appear to be aware of the assessment criteria; some of them engage in self-assessment. - Questions/prompts/ assessments are used to diagnose evidence of learning. 	<ul style="list-style-type: none"> - Assessment is fully integrated into instruction, through extensive use of formative assessment. Students appear to be aware of, and there is some evidence they have contributed to, the assessment criteria. - Students self-assess and monitor their progress. A variety of feedback, from both the teacher and peers, is accurate, specific, and advances learning. - Questions/ prompts/assessments are used regularly to diagnose evidence of learning by individual students.

<p style="text-align: center;">Possible Examples</p>	<ul style="list-style-type: none"> - The teacher gives no indication of what high quality work looks like. - The teacher makes no effort to determine whether students understand the lesson. - Feedback is only global. - The teacher does not ask students to evaluate their own or classmates' work. 	<ul style="list-style-type: none"> - There is little evidence the students understand how their work will be evaluated. - Teacher monitors understanding through a single method, or without eliciting evidence of understanding from all students - Teacher requests global indications of student understanding. - Feedback to students is not uniformly specific, not oriented towards future improvement of work. - The teacher makes only minor attempts to engage students in self- or peer-assessment. 	<ul style="list-style-type: none"> - Students indicate they clearly understand the characteristics of high-quality work. - The teacher elicits evidence of student understanding during the lesson. Students are invited to assess their own work and make improvements. - Feedback includes specific and timely guidance for at least groups of students. - The teacher attempts to engage students in self- or peer- assessment. 	<p>In addition to the characteristics of effective;</p> <ul style="list-style-type: none"> - There is evidence students have helped establish the evaluation criteria. - Teacher monitoring of student understanding is sophisticated and continuous: The teacher is constantly "taking the pulse" of the class. - Teacher makes frequent use of strategies to elicit information about individual student understanding. - Feedback to students is specific and timely, and is provided from many sources, including other students. - Students monitor their own understanding, either on their own initiative or as a result of tasks set by the teacher.
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WCSD STANDARD 3 INSTRUCTION				
COMPONENTS <i>Elements</i>	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
3e: Demonstrating Flexibility and Responsiveness - <i>Lesson adjustment</i> - <i>Response to students</i> - <i>Persistence</i>	Teacher: - adheres rigidly to an instructional plan, even when evidence clearly indicates a change is needed; - ignores or brushes aside students' questions, interests, or feedback; - gives up or blames the student, the student's home environment, or the larger culture, when a student has difficulty learning.	Teacher: - attempts to adjust a lesson in response to students' needs with minimal success; - responds or incorporates students' questions, interests or feedback, although the pacing of the lesson is disrupted; - accepts responsibility for the success of all students, but has only a limited repertoire of instructional strategies to draw on.	Teacher: - successfully adjusts a lesson in response to students' needs; - responds to or incorporates students' questions, interests or constructive feedback; - persists in seeking approaches for all students, including those who need help and/or enrichment, drawing on a broad repertoire of strategies.	Teacher: - makes fluid adjustments to a lesson, when appropriate for student needs, and may involve students in making those adjustments, seizing opportunities to enhance learning; - builds on students' interests, questions, constructive feedback, and/or a spontaneous event; - persists in seeking effective approaches for all students, including those who need help and/or enrichment, using an extensive repertoire of strategies, and soliciting additional resources beyond the school.

Charlotte Danielson Framework for Teaching Supporting Documents

“Flexibility and responsiveness” refer to a teacher’s skill in making adjustments in a lesson to respond to changing conditions. When a lesson is well planned, there may be no need for changes during the course of the lesson itself. Shifting the approach in mid-stream is not always necessary; in fact, with experience comes skill in accurately predicting how a lesson will go, and being prepared for different possible scenarios. But even the most skilled, and best prepared, teachers will on occasion find either a lesson is not going as they would like, or a teachable moment has presented itself. They are ready for such situations. Furthermore, teachers who are committed to the learning of all students persist in their attempts to engage them in learning, even when confronted with initial setbacks.

Elements of Component 3e are:

- Lesson adjustment: Experienced teachers are able to make both minor and (when needed) major adjustments to a lesson, a mid-course correction. Such adjustments depend on a teacher’s store of alternate instructional strategies, and the confidence to make a shift when needed.
- Response to students: Occasionally, during a lesson, an unexpected event will occur which presents a true, “teachable moment.” It is a mark of considerable teacher skill to be able to capitalize on such opportunities.
- Persistence: Committed teachers don’t give up easily; when students encounter difficulty in learning (which all do at some point) these teachers seek alternate approaches to help their students be successful. In these efforts, teachers display a keen sense of efficacy.

Indicators include:

- Incorporation of student interests and events of the day into a lesson
- Visible adjustment in the face of student lack of understanding - Teacher seizing on a “teachable moment”

Charlotte Danielson Framework for Teaching Critical Attributes and Possible Examples

3e: Demonstrating Flexibility and Responsiveness

	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
Critical Attributes	<ul style="list-style-type: none"> - Teacher ignores indications of student boredom or lack of understanding. - Teacher brushes aside student questions. - Teacher makes no attempt to incorporate student interests into the lesson. - The teacher conveys to students when they have difficulty learning, it is their fault. - In reflecting on practice, the teacher does not indicate it is important to reach all students. 	<ul style="list-style-type: none"> - Teacher's efforts to modify the lesson are only partially successful. - Teacher makes perfunctory attempts to incorporate student questions and interests into the lesson. - The teacher conveys to students a level of responsibility for their learning, but uncertainty as to how to assist them. - In reflecting on practice, the teacher indicates the desire to reach all students, but does not suggest strategies to do so. 	<ul style="list-style-type: none"> - When necessary, the teacher makes adjustments to the lesson to enhance understanding by groups of students. - Teacher incorporates students' interests and questions into the heart of the lesson. - The teacher conveys to students s/he has other approaches to try when the students experience difficulty. - In reflecting on practice, the teacher cites multiple approaches undertaken to reach students having difficulty. 	<p>In addition to the characteristics of effective;</p> <ul style="list-style-type: none"> - The teacher's adjustments to the lesson are designed to assist individual students. - Teacher seizes on a teachable moment to enhance a lesson. - The teacher conveys to students s/he won't consider a lesson "finished" until every student understands, and s/he has a broad range of approaches to use. - In reflecting on practice, the teacher can cite others in the school and beyond who s/he has contacted for assistance in reaching some students.
Possible Examples	<ul style="list-style-type: none"> - The teacher says: "We don't have time for that today." - The teacher makes no attempt to adjust the lesson based on student confusion - The teacher says: "If you'd just pay attention, you could understand this." 	<ul style="list-style-type: none"> - The teacher says: "I'll try to think of another way to come at this and get back to you." - The teacher says: "I realize not everyone understands this, but we can't spend any more time on it." - The teacher re-arranges the way the students are grouped in an attempt to help students understand the lesson; it's partially successful. 	<ul style="list-style-type: none"> - The teacher says: "That's an interesting idea; let's see how it fits." - The teacher illustrates a principle of good writing to a student using his interest in basketball as context. - The teacher says: "Let's try this way, and then uses another approach." 	<ul style="list-style-type: none"> - The teacher stops in mid-stream in a lesson, and says: "This activity doesn't seem to be working! Here's another way I'd like you to try it." - The teacher incorporates the school's upcoming championship game into an explanation of averages. - The teacher says: "If we have to come back to this tomorrow, we will; it's really important you understand it."

**WCSD STANDARD 4
PROFESSIONAL RESPONSIBILITY**

COMPONENTS <i>Elements</i>	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
4a: Reflecting on Teaching - Accuracy - <i>Use in future teaching</i>	Teacher: - does not self-reflect or know whether a lesson was effective or achieved its objectives, or misjudges the success of a lesson; - references no data to support the reflection of the lesson; - has no suggestions for how a lesson could be improved another time the lesson is taught.	Teacher: - on occasion will self-reflect and has a generally accurate impression of a lesson's effectiveness and the extent to which its objectives are met; - references limited data to support the reflection of the lesson; - makes general suggestions about how a lesson could be improved another time the lesson is taught.	Teacher: - is self-reflective and usually makes an accurate assessment of a lesson's effectiveness and the extent to which it achieves its objectives; - can cite general references, based on data, to support the reflection of the lesson; - makes a few specific suggestions of what could be tried another time the lesson is taught.	Teacher - is highly self-reflective and always makes an accurate assessment of a lesson's effectiveness and the extent to which it achieves its objectives; - cites specific examples, based on multiple data points , to support the reflection of the lesson; - offers specific alternative actions, complete with the probable success of different courses of action.

Charlotte Danielson Framework for Teaching Supporting Documents

Reflecting on teaching encompasses the teacher's thinking that follows any instructional event, an analysis of the many decisions made both in planning and implementation of a lesson. By considering these elements in light of the impact they had on student learning, teachers can determine where to focus their efforts in making revisions, and what aspects of the instruction they will continue in future lessons. Teachers may reflect on their practice through collegial conversations, journal writing, examining student work, informal observations and conversations with students, or simply thinking about their teaching. Reflecting with accuracy, specificity and ability to use what has been learned in future teaching is a learned skill; mentors, coaches and supervisors can help teachers acquire and develop the skill of reflecting on teaching through supportive and deep questioning. Over time, this way of thinking and analyzing instruction through the lens of student learning becomes a habit of mind, leading to improvement in teaching and learning.

Elements of Component 4a are:

- Accuracy: As teachers gain experience, their reflections on practice become more accurate, corresponding to the assessments given by an external and unbiased observer. Not only are the reflections accurate, but teachers can provide specific examples from the lesson to support their judgments
- Use in future teaching: In order for the potential of reflection to improve teaching to be fully realized, teachers must use their reflections to make adjustments in their practice. As their experience and expertise increases, teachers draw on an ever-increasing repertoire of strategies to inform these plans

Indicators include:

- Accurate reflections on a lesson
- Citations of adjustments to practice, drawing on a repertoire of strategies

Charlotte Danielson Framework for Teaching Critical Attributes and Possible Examples				
4a: Reflecting on Teaching				
	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
Critical Attributes	<ul style="list-style-type: none"> - The teacher considers the lesson but draws incorrect conclusions about its effectiveness. - The teacher makes no suggestions for improvement. - The teacher does not utilize data in the reflection. 	<ul style="list-style-type: none"> - The teacher has a general sense of whether or not instructional practices were effective. - The teacher offers general modifications for future instruction with limited reference to data. 	<ul style="list-style-type: none"> - The teacher accurately assesses the effectiveness of instructional activities used. - The teacher identifies specific ways in which a lesson might be improved, utilizing relevant data. 	<p>In addition to the characteristics of effective;</p> <ul style="list-style-type: none"> - Teacher's assessment of the lesson is thoughtful, and includes specific indicators of effectiveness. - Teacher's suggestions for improvement draw on an extensive repertoire, and are based on data related to student learning.
Possible Examples	<ul style="list-style-type: none"> - Despite evidence to the contrary, the teachers says, "My students did great on the lesson!" - The teacher says: "The lesson was awful; I wish I knew what to do!" - The teacher does not use data related to student achievement. 	<ul style="list-style-type: none"> - At the end of the lesson the teacher says, "I guess that went okay." - The teacher says: "I guess I'll try x next time." - The teacher's use of data to reflect is minimal. 	<ul style="list-style-type: none"> - The teacher says: "I wasn't pleased with the level of engagement of the students." - The teacher's journal indicates several possible lesson improvements based on some data. 	<ul style="list-style-type: none"> - The teacher says: "I think the lesson worked pretty well, although I was disappointed in how the group at the back table performed." - In conversation with colleagues, the teacher considers different group strategies for improving a lesson, using all available student assessment data.

**WCSD STANDARD 4
PROFESSIONAL RESPONSIBILITY**

COMPONENTS Elements	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
4b: Maintaining Accurate Records <ul style="list-style-type: none"> - <i>Student completion of assignments</i> - <i>Student progress in learning</i> - <i>Non-instructional records</i> 	<ul style="list-style-type: none"> - Teacher's system for maintaining information on students' completion of assignments and student progress in learning is incomplete or in disarray. - Records of non-instructional activities are incomplete or in disarray. 	<ul style="list-style-type: none"> - Teacher's system for maintaining information on students' assignments and student progress in learning requires frequent monitoring. - Records of non-instructional activities are incomplete and/or inaccurate, and require frequent monitoring. 	<ul style="list-style-type: none"> - Teacher's system for maintaining information on students' completion of assignments and progress in learning is complete and accurate. - Records of non-instructional activities are complete and accurate. - Students may contribute information and participate in interpreting their own results, i.e. data folders, portfolios, charts, graphs and goal sheets, and may contribute to the maintenance of their instructional records. 	<ul style="list-style-type: none"> - Teacher's system for maintaining information on students' completion of assignments and progress in learning is complete, accurate and submitted appropriately. - Records of non-instructional activities are complete, accurate, and submitted appropriately. - Students contribute information, participate in interpreting their results, and contribute to the maintenance of their instructional records when appropriate.

Charlotte Danielson Framework for Teaching Supporting Documents

An essential responsibility of professional educators is keeping accurate records of both instructional and non-instructional events. This includes student completion of assignments, student progress in learning, and records of non-instructional activities are part of the day-to-day functions in a school setting, including such things as the return of signed permission slips for a field trip and money for school pictures. Proficiency in this component is vital, as these records inform interactions with students and parents, and allow teachers to monitor learning and adjust instruction accordingly. The methods of keeping records vary as much as the type of information being recorded. For example, records of formal assessments may be recorded electronically, using spreadsheets and databases, allowing for item analysis and individualized instruction. A less formal means of keeping track of student progress may include anecdotal notes kept in student folders.

Elements of Component 4b are:

- Student completion of assignments: Most teachers, particularly at the secondary level, need to keep track of student completion of assignments, including not only whether the assignments were actually completed, but students' success in completing them
- Student progress in learning: In order to plan instruction, teachers need to know where each student "is" in his or her learning. This information may be collected formally or informally, but must be updated frequently
- Non-instructional records: Non-instructional records encompass all the details of school life for which records must be maintained, particularly if they involve money. Examples are such things as knowing which students have returned their permissions slips for a field trip, or which students have paid for their school pictures

Indicators include:

- Routines and systems track student completion of assignments
- Systems of information regarding student progress against instructional outcomes
- Processes of maintaining accurate non-instructional records

Charlotte Danielson Framework for Teaching Critical Attributes and Possible Examples				
4b: Maintaining Accurate Records				
	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
Critical Attributes	<ul style="list-style-type: none"> - Absence of a system for either instructional or non-instructional records. - Record-keeping systems are in disarray so as to provide incorrect or confusing information. 	<ul style="list-style-type: none"> - The teacher has process for recording student work completion. However, it may be out-of-date or does not permit students to access the information. - The teacher's process for tracking student progress is cumbersome to use. - The teacher has a process for tracking some non-instructional information, but not all, or it may contain some errors. 	<ul style="list-style-type: none"> - The teacher's process for recording student work completion is efficient and effective; students have access to information about completed and/or missing assignments. - The teacher has an efficient and effective process for recording student attainment of learning goals; students are able to see how they're progressing. - The teacher's process for recording non-instructional information is both efficient and effective. 	<p>In addition to the characteristics of effective;</p> <ul style="list-style-type: none"> - Students utilize information about their academic progress to help improve their learning.
Possible Examples	<ul style="list-style-type: none"> - A student says, "I'm sure I turned in my assignment, but the teacher lost it!" - The teacher says, "I misplaced the writing samples for my class but it doesn't matter – I know what the students would have scored." - On the morning of the field trip, the teacher discovers five students never turned in their permission slips. 	<ul style="list-style-type: none"> - A student says, "I wasn't in school today, and my teacher's website is out of date, so I don't know what the assignments are!" - The teacher says: "I've got all these notes about how the kids are doing; I should put them into the system but I just don't have time." - On the morning of the field trip, the teacher frantically searches all the drawers in the desk looking for the permission slips and finds them just before the bell rings. 	<ul style="list-style-type: none"> - The teacher-creates a link on the class website which students can access to check on any missing assignments. - The teacher's grade book records student progress toward learning goals. - The teacher-creates a spreadsheet for tracking which students have paid for their school pictures. 	<ul style="list-style-type: none"> - A student-from each team maintains the database of current and missing assignments for the team. - When asked about their progress in a class, a student proudly shows her data file and can explain how the documents indicate her progress toward learning goals. - When they bring in their permission slips for a field trip, students add their own information to the database.

**WCSD STANDARD 4
PROFESSIONAL RESPONSIBILITY**

COMPONENTS <i>Elements</i>	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
<p>4c: Developing Partnerships with Families</p> <ul style="list-style-type: none"> - <i>Helping families to navigate the educational system</i> - <i>Sharing information about the instructional program and helping families to support learning</i> - <i>Building partnerships and outreach with families</i> - <i>Understanding cultural differences</i> 	<p>Teacher:</p> <ul style="list-style-type: none"> - provides no information or assistance to help families understand the components of the educational system, or understand the student’s academic progress in the classroom; - cannot explain the meaning of the instructional program or its significance to families; - does not have relationships/connections established with families; - does not respond, or responds insensitively, to family concerns about students; - does not seek to gain an understanding of cultural differences, does not initiate outreach, and provides minimal information to families about individual students. 	<p>Teacher:</p> <ul style="list-style-type: none"> - provides little information or assistance to help families understand the components of the educational system in the classroom; - explains the instructional program and individual student academic progress by referring the family to other resources to support the student’s academic needs; - makes modest or partially successful attempts to develop relationships/connections with families, or relationships are limited to families that are already visible at the school; - responds to family concerns in a minimal or occasionally insensitivity manner; - initiates conversations about culture, but does not have the skills or knowledge to further the conversation. 	<p>Teacher:</p> <ul style="list-style-type: none"> - provides frequent information or assistance to help families understand the components of the educational system in and outside the classroom; - clearly explains the instructional program and the student’s academic progress, sharing strategies to support academic learning in terms understandable to families; - builds positive relationships/connections with families by collaborating in school and outreach opportunities in both traditional and non-traditional means; - communicates about the student’s progress on a regular basis, and is available as needed to respond to family concerns; - is comfortable with conversations about culture and has the skills and knowledge to discuss the cultural backgrounds of his/her students and families. 	<p>Teacher:</p> <ul style="list-style-type: none"> - provides consistent and continuous information and assistance to help families and students understand the components of the educational system in and outside the classroom; - clearly explains, in understandable terms, the instructional program and the student’s academic progress, sharing strategies/resources to support academic learning tailored to the student’s areas of need; - maintains consistent and continuous positive relationships/connections with families, and fosters outreach opportunities in both traditional and non-traditional means; - communicates frequently with families and is able to prepare students to communicate and explain their progress to others; - consistently demonstrates an understanding of cultural differences, and communicates with students and families by initiating additional opportunities to build cultural awareness and understanding.

Charlotte Danielson Framework for Teaching Supporting Documents

Although the ability of families to participate in their child’s learning varies widely due to other family or job obligations, it is the responsibility of teachers to provide opportunities for them to both understand the instructional program and their child’s progress. Teachers establish relationships with families by communicating to them about the instructional program, about individual students and they invite them to be part of the educational process itself. The level of family participation and involvement tends to be greater at the elementary level, when young children are just beginning school. However, the importance of regular communication with families of adolescents cannot be overstated. A teacher’s effort to communicate with families conveys an essential caring on the part of the teacher, valued by families of students of all ages.

Elements of component 4c are:

- Information about the instructional program: Frequent information is provided to families, as appropriate, about the instructional program.
- Information about individual students: Frequent information is provided to families, as appropriate, about students’ individual progress.
- Engagement of families in the instructional program: Successful and frequent engagement opportunities are offered to families so they can participate in the learning activities.

Indicators include:

- Frequent and culturally appropriate information sent home regarding the instructional program, and student progress
- Two-way communication between the teacher and families
- Frequent opportunities for families to engage in the learning process.

Charlotte Danielson Framework for Teaching Critical Attributes and Possible Examples				
4c: Developing Partnerships with Families				
	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
Critical Attributes	<ul style="list-style-type: none"> - Little or no information regarding instructional program available to parents. - Families are unaware of their children's progress. - Lack of family engagement activities. - Culturally inappropriate communication. 	<ul style="list-style-type: none"> - School or district-created materials about the instructional program are sent home. - Infrequent or incomplete information sent home by teachers about the instructional program. - Teacher maintains school-required grade book but does little else to inform families about student progress. - Teacher communications are sometimes inappropriate to families' cultural norms. 	<ul style="list-style-type: none"> - Information about the instructional program is available on a regular basis. - The teacher sends information about student progress home on a regular basis. - Teacher develops activities designed to successfully engage families in their children's learning, as appropriate. 	<p>In addition to the characteristics of effective;</p> <ul style="list-style-type: none"> - On a regular basis, students develop materials to inform their families about the instructional program. - Students maintain accurate records about their individual learning progress and frequently share this information with families. - Students contribute to regular and ongoing projects designed to engage families in the learning process.
Possible Examples	<ul style="list-style-type: none"> - A parent says, "I'd like to know what my kid is working on at school!" - A parent says, "I wish I knew something about my child's progress before the report card comes out." - A parent says, "I wonder why we never see any school work come home." 	<ul style="list-style-type: none"> - A parent says, "I received the district pamphlet on the reading program, but I wonder how it's being taught in my child's class." - A parent says, "I emailed the teacher about my child's struggles with math, but all I got back was a note stating he's doing fine." - Weekly quizzes are sent home for parent/guardian signature. 	<ul style="list-style-type: none"> - The teacher-sends weekly newsletter home to families, including information that precedes homework, current class activities, community and/or school projects, field trips, etc. - The teacher-created monthly progress report sent home for each student. - The teacher sends home a project asking students to interview a family member about growing up during the 1950's. 	<ul style="list-style-type: none"> - Students-create materials for "Back to School" night that outline the approach for learning science - Student daily reflection log describes learning and go home each week for a response from a parent or guardian. - Students-design a project on charting family use of plastics.

WCSD STANDARD 4 PROFESSIONAL RESPONSIBILITY				
COMPONENTS <i>Elements</i>	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
4d: Participating in a Professional Community <ul style="list-style-type: none"> - <i>Relationships with colleagues</i> - <i>Involvement in a culture of professional collaboration</i> - <i>Service to the school</i> - <i>Participation in school and district projects</i> 	Teacher: <ul style="list-style-type: none"> - has negative or self-serving relationships with colleagues; - avoids participation in a culture of professional collaboration, resisting opportunities to become involved; - avoids becoming involved in school and district events and projects. 	Teacher: <ul style="list-style-type: none"> - maintains cordial relationships with colleagues to fulfill duties that the school or district requires; - becomes involved in the school’s culture of professional collaboration when invited to do so; - participates in school and district events and projects when specifically asked <u>and makes a contribution.</u> 	Teacher: <ul style="list-style-type: none"> - has relationships with colleagues that are characterized by mutual support and cooperation, <u>and serves as a mentor to support colleagues either formally or informally;</u> - actively participates in a culture of professional collaboration <u>to ensure students’ needs are met;</u> - volunteers to participate in school and district events and projects, making a substantial contribution. 	Teacher: <ul style="list-style-type: none"> - has relationships with colleagues that are characterized by mutual support and cooperation, and takes initiative in assuming a leadership role within the faculty <u>and maintains mentoring relationships either formally or informally;</u> - takes a leadership role within the faculty to promote a culture of professional collaboration <u>to insure students’ needs are met;</u> - volunteers to participate in school and district events and projects, assuming a leadership role and making a substantial contribution.

Charlotte Danielson Framework for Teaching Supporting Documents

Schools are, first of all, environments to promote the learning of students. But in promoting student learning, teachers must work with their colleagues to share strategies, plan joint efforts, and plan for the success of individual students. Schools are, in other words, professional organizations for teachers, with their full potential realized only when teachers regard themselves as member of a professional community. This community is characterized by mutual support and respect, as well as by recognition of the responsibility of all teachers to be constantly seeking ways to improve their practice and to contribute to the life of the school. Inevitably, teachers’ duties extend beyond the doors of their classrooms and include activities related to the entire school or larger district, or both. These activities include such things as school and district curriculum committees or engagement with the parent-teacher organization. With experience, teachers assume leadership roles in these activities.

Elements of component 4d are:

- Relationships with colleagues: Teachers maintain professional collegial relationships that encourage sharing, planning, and working together toward improved instructional skill and student success.
- Involvement in a culture of professional inquiry: Teachers contribute to and participate in a learning community that supports and respects its members’ efforts to improve practice.
- Service to the school: Teachers’ efforts move beyond classroom duties by contributing to school initiatives and projects.
- Participation in school and district projects: Teachers contribute to and support larger school and district projects designed to improve the professional community

Indicators include:

- Regular teacher participation with colleagues to share and plan for student success
- Regular teacher participation in professional courses or communities that emphasize improving practice
- Regular teacher participation in school initiatives
- Regular teacher participation in and support of community initiatives

Charlotte Danielson Framework for Teaching Critical Attributes and Possible Examples				
4d: Participating in a Professional Community				
	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
Critical Attributes	<ul style="list-style-type: none"> - The teacher's relationships with colleagues are characterized by negativity or combativeness. - The teacher purposefully avoids contributing to activities promoting professional inquiry. - The teacher avoids involvement in school activities and district and community projects. 	<ul style="list-style-type: none"> - The teacher has cordial relationships with colleagues. - When invited, the teacher participates in activities related to professional inquiry. - When asked, the teacher participates in school activities, as well as district and community projects. 	<ul style="list-style-type: none"> - The teacher has supportive and collaborative relationships with colleagues. - The teacher regularly participates in activities related to professional inquiry. - The teacher frequently volunteers to participate in school events and school district and community projects. 	<ul style="list-style-type: none"> - The teacher takes a leadership role in promoting activities related to professional inquiry. - The teacher regularly contributes to and leads events that positively impact school life. - The teacher regularly contributes to and leads significant district and community projects.
Possible Examples	<ul style="list-style-type: none"> - The teacher doesn't share test-taking strategies with his colleagues. He figures that if his students do well, he will look good. - The teacher does not attend PLC meetings. - The teacher does not attend any school functions after the dismissal bell. - The teacher says, "I work from 8:30 to 3:30 and not a minute more. I won't serve on any district committee unless they get me a substitute to cover my class." 	<ul style="list-style-type: none"> - The teacher is polite but seldom shares any instructional materials with his grade partners. - The teacher attends PLC meetings only when reminded by her supervisor. - The principal says, "I wish I didn't have to ask the teacher to 'volunteer' every time we need someone to chaperone the dance." - The teacher contributes to the district literacy committee only when requested to do so by the principal. 	<ul style="list-style-type: none"> - The principal remarks that the teacher's students have been noticeably successful since her teacher team has been focusing on instructional strategies during its meetings. - The teacher has decided to take some free MIT courses online and to share his learning with colleagues. - The basketball coach is usually willing to chaperone the ninth-grade dance because she knows all of her players will be there. - The teacher enthusiastically represents the school during the district social studies review and brings his substantial knowledge of U.S. history to the course writing team. 	<ul style="list-style-type: none"> - The teacher leads the group of mentor teachers at school, which is devoted to supporting teachers during their first years of teaching. - The teacher hosts a book study group that meets monthly; he guides the book choices so that the group can focus on topics that will enhance their skills. - The teacher leads the annual "Olympics" day, thereby involving the entire student body and faculty in athletic events. - The teacher leads the district wellness committee, and involves healthcare and nutrition specialists from the community.

**WCSD STANDARD 4
PROFESSIONAL RESPONSIBILITY**

COMPONENTS Elements	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
4e: Growing and Developing Professionally <ul style="list-style-type: none"> - <i>Enhancement of content knowledge and pedagogical skill</i> - <i>Receptivity to feedback from colleagues</i> - <i>Service to the profession</i> 	Teacher: <ul style="list-style-type: none"> - engages in no professional development activities to enhance knowledge or skill, and makes no effort to share knowledge with others; - does not assume professional responsibilities; - resists feedback on teaching performance from either supervisors or more experienced peers. 	Teacher: <ul style="list-style-type: none"> - participates in professional activities to a limited extent, and only when they are convenient or required; - finds limited ways to contribute to the profession; - accepts, with some reluctance, feedback on teaching performance from both supervisors and professional peers. 	Teacher: <ul style="list-style-type: none"> - seeks out opportunities for professional development to enhance content knowledge and pedagogical skill, and implements them in instructional practices; - participates actively in assisting other educators; - welcomes feedback when offered by supervisors or peers when opportunities arise through professional collaboration. 	Teacher: <ul style="list-style-type: none"> - seeks out opportunities for professional development and takes a leadership role in utilizing and implementing new knowledge and skills; - initiates important activities to contribute to the profession; - seeks out feedback on his/her teaching from both supervisors and peers.

Charlotte Danielson Framework for Teaching Supporting Documents

As in other professions, the complexity of teaching requires continued growth and development in order for teachers to remain current. Continuing to stay informed and increasing their skills allows teachers to become ever more effective and to exercise leadership among their colleagues. The academic disciplines themselves evolve, and educators constantly refine their understanding of how to engage students in learning; thus, growth in content, pedagogy, and information technology are essential to good teaching. Networking with colleagues through such activities as joint planning, study groups, and lesson study provides opportunities for teachers to learn from one another. These activities allow for job-embedded professional development. In addition, professional educators increase their effectiveness in the classroom by belonging to professional organizations, reading professional journals, attending educational conferences, and taking university classes. As they gain experience and expertise, educators find ways to contribute to their colleagues and to the profession.

Elements of component 4e are:

- Enhancement of content knowledge and pedagogical skill: Teachers remain current by taking courses, reading professional literature, and remaining current on the evolution of thinking regarding instruction.
- Receptivity to feedback from colleagues: Teachers actively pursue networks that provide collegial support and feedback.
- Service to the profession: Teachers are active in professional organizations in order to enhance both their personal practice and their ability to provide leadership and support to colleagues.

Indicators include:

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

Charlotte Danielson Framework for Teaching Critical Attributes and Possible Examples				
4e: Growing and Developing Professionally				
	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
Critical Attributes	<ul style="list-style-type: none"> - The teacher is not involved in any activity that might enhance knowledge or skill. - The teacher purposefully resists discussing performance with supervisors or colleagues. - The teacher ignores invitations to join professional organizations or attend conferences. 	<ul style="list-style-type: none"> - The teacher participates in professional activities when they are required or provided by the district. - The teacher reluctantly accepts feedback from supervisors and colleagues. - The teacher contributes in a limited fashion to professional organizations. 	<ul style="list-style-type: none"> - The teacher seeks regular opportunities for continued professional development. - The teacher welcomes colleagues and supervisors into the classroom for the purposes of gaining insight from their feedback. - The teacher actively participates in organizations designed to contribute to the profession. 	<ul style="list-style-type: none"> - The teacher seeks regular opportunities for continued professional development, including initiating action research. - The teacher actively seeks feedback from supervisors and colleagues. - The teacher takes an active leadership role in professional organizations in order to contribute to the profession.
Possible Examples	<ul style="list-style-type: none"> - The teacher never takes continuing education courses, even though the credits would increase his salary. - The teacher endures the principal's annual observations in her classroom, knowing that if she waits long enough, the principal will eventually leave and she will be able to simply discard the feedback form. - Despite teaching high school honors mathematics, the teacher declines to join NCTM because it costs too much and makes too many demands on members' time. 	<ul style="list-style-type: none"> - The teacher politely attends district workshops and professional development days but doesn't make much use of the materials received. - The teacher listens to his principal's feedback after a lesson but isn't sure that the recommendations really apply in his situation. - The teacher joins the local chapter of the American Library Association because she might benefit from the free books – but otherwise doesn't feel it's worth much of her time. 	<ul style="list-style-type: none"> - The teacher eagerly attends the district's optional summer workshops, knowing they provide a wealth of instructional strategies he'll be able to use during the school year. - The teacher enjoys her principal's weekly walk-through visits because they always lead to a valuable informal discussion during lunch the next day. - The teacher joins a science education partnership and finds that it provides him access to resources for his classroom that truly benefit his students. 	<ul style="list-style-type: none"> - The teacher's principal rarely spends time observing in her classroom. Therefore, she has initiated an action research project in order to improve her own instruction. - The teacher is working on a particular instructional strategy and asks his colleagues to observe in his classroom in order to provide objective feedback on his progress. - The teacher has founded a local organization devoted to literacy education; her leadership has inspired teachers in the community to work on several curriculum and instruction projects.

**WCSD STANDARD 4
PROFESSIONAL RESPONSIBILITY**

COMPONENTS <i>Elements</i>	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
4f: Showing Professionalism <ul style="list-style-type: none"> - <i>Integrity and ethical conduct</i> - <i>Addressing students' needs</i> - <i>Decision making</i> - <i>Compliance with school and district regulations</i> 	Teacher: <ul style="list-style-type: none"> - openly displays dishonesty and unethical interactions with colleagues, students, and the public; - does not comply with school and district regulations; - is unaware, unresponsive, or apathetic to student <u>and family needs and does not advocate or respond to their needs</u>; - makes decisions and recommendations based on self-serving interests. 	Teacher: <ul style="list-style-type: none"> - is honest and ethical in interactions with colleagues, students, and the public; - complies minimally with school and district regulations, doing just enough to get by; - attempts to respond to student <u>or family needs</u>, but is inconsistent with <u>decisions modeling, advocating for them, or responding to needs</u>; - makes recommendations based on limited, though genuinely professional, considerations. 	Teacher: <ul style="list-style-type: none"> - displays high standards of honesty, integrity, and confidentiality in interactions with colleagues, students, and the public; - complies with school and district regulations; - effectively <u>models, advocates for, and responds to student needs by ensuring that all students and families receive a fair and equitable opportunity opportunities</u> to succeed; - maintains an open mind and participates in team or departmental decision making. 	Teacher: <ul style="list-style-type: none"> - holds the highest standards of honesty, integrity, and confidentiality; - always complies fully with school and district regulations; - is highly effective and proactive in <u>modeling, advocating for, and responding to students by seeking out resources when needed and working with colleagues and the community to ensure all students and families receive fair and equitable treatment</u>; - takes a leadership role with colleagues in team or departmental decision making, and helps ensure that such decisions are based on the highest professional standards.

Charlotte Danielson Framework for Teaching Supporting Documents

Expert teachers demonstrate professionalism in service both to students and to the profession. Teaching at the highest levels of performance in this component is student focused, putting students first regardless of how this stance might challenge long-held assumptions, past practice, or simply the easier or more convenient procedure. Accomplished teachers have a strong moral compass and are guided by what is in the best interest of each student. They display professionalism in a number of ways. For example, they conduct interactions with colleagues in a manner notable for honesty and integrity. Furthermore, they know their students' needs and can readily access resources with which to step in and provide help that may extend beyond the classroom. Seeking greater flexibility in the ways school rules and policies are applied, expert teacher advocate for their students in ways that might challenge traditional views and the educational establishment. They also display professionalism in the ways they approach problem solving and decision making, with student needs constantly in mind. Finally, accomplished teachers consistently adhere to school and district policies and procedures but are willing to work to improve those that may be outdated or ineffective.

Elements of component 4f are:

- Integrity and ethical conduct: Teachers act with integrity and honesty.
- Service to students: Teachers put students first in all considerations of their practice.
- Advocacy: Teachers support their students' best interests, even in the face of traditional practice or beliefs.
- Decision making: Teachers solve problems with students' needs as a priority.
- Compliance with school and district regulations: Teachers adhere to policies and established procedures.

Indicators include:

- The teacher having a reputation as being trustworthy and often sought as a sounding board
- The teacher frequently reminding participants during committee or planning work that students are the highest priority
- The teacher supporting students, even in the face of difficult situations or conflicting policies
- The teacher challenging existing practice in order to put students first
- The teacher consistently fulfilling district mandates regarding policies and procedures

Charlotte Danielson Framework for Teaching Critical Attributes and Possible Examples

4f: Showing Professionalism

Component 4f	INEFFECTIVE	MINIMALLY EFFECTIVE	EFFECTIVE	HIGHLY EFFECTIVE
Critical Attributes	<ul style="list-style-type: none"> - The teacher is dishonest. - The teacher does not notice the needs of students. - The teacher engages in practices that are self-serving. - The teacher willfully rejects district regulations. 	<ul style="list-style-type: none"> - The teacher is honest. - The teacher notices the needs of students but is inconsistent in addressing them. - The teacher does not notice that some school practices result in poor conditions for students. - The teacher makes decisions professionally but on a limited basis. - The teacher complies with district regulations. 	<ul style="list-style-type: none"> - The teacher is honest and known for having high standards of integrity. - The teacher actively addresses student needs. - The teacher actively works to provide opportunities for student success. - The teacher willingly participates in team and departmental decision making. - The teacher complies completely with district regulations. 	<ul style="list-style-type: none"> - The teacher is considered a leader in terms of honesty, integrity, and confidentiality. - The teacher is highly proactive in serving students - The teacher makes a concerted effort to ensure opportunities are available for all students to be successful. - The teacher takes a leadership role in team and departmental decision making. - The teacher takes a leadership role regarding district regulations.
Possible Examples	<ul style="list-style-type: none"> - The teacher makes some errors when marking the most recent common assessment but doesn't tell his colleagues. - The teacher does not realize that three of her neediest students arrive at school an hour early every morning because their mothers can't afford daycare. - The teacher fails to notice that one of his kindergartners is often ill, looks malnourished, and frequently has bruises on her arms and legs. - When one of her colleagues goes home suddenly because of illness, the teacher pretends to have a meeting so that she won't have to share in the coverage responsibilities. - The teacher does not file his students' writing samples in their district cumulative folders; it is time-consuming, and he wants to leave early for summer break. 	<ul style="list-style-type: none"> - The teacher says, "I have always known my grade partner to be truthful. If she called in sick today, then I believe her." - The teacher considers staying late to help some of her students in after-school daycare but then realizes it would conflict with her health club class and so decides against it. - The teacher notices a student struggling in his class and sends a quick email to the counselor. When he doesn't get a response, he assumes the problem has been taken care of. - When the teacher's grade partner goes out on maternity leave, the teacher says "Hello" and "Welcome" to the substitute but does not offer any further assistance. - The teacher keeps his district-required gradebook up to date but enters exactly the minimum number of assignments specified by his department chair. 	<ul style="list-style-type: none"> - The teacher is trusted by his grade partners; they share information with him, confident it will not be repeated inappropriately. - Despite her lack of knowledge about dance, the teacher forms a dance club at her high school to meet the high interest level of her students who cannot afford lessons. - The teacher notices some speech delays in a few of her young students; she call in the speech therapist to do a few sessions in her classroom and provide feedback on further steps. - The English department chair says, "I appreciate when ____ attends our after-school meeting; he always contributes something meaningful to the discussion." - The teacher learns the district's new online curriculum mapping system and writes in all of her courses. 	<ul style="list-style-type: none"> - When a young teacher has trouble understanding directions from the principal, she immediately goes to a more seasoned teacher – who, she knows, can be relied on for expert advice and complete discretion. - After the school's intramural basketball program is discontinued, the teacher finds some former student athletes to come in and work with his students, who have come to love the after-school sessions. - The teacher enlists the help of her principal when she realizes that a colleague has been making disparaging comments about some disadvantaged students. - The math department looks forward to their weekly meetings; their leader, the teacher, is always seeking new instructional strategies and resources for them to discuss. - When the district adopts a new Web-based grading program, the teacher learns it inside and out so that she will be able to assist her colleagues with its implementation.