**ARKANSAS TEACHER EXCELLENCE SUPPORT SYSTEM**

**Domain 1**

 **1a. Knowledge of Content and Pedagogy**

 **Critical attributes for Proficient:**

-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.

 **1b. Demonstrating Knowledge of Students**

 **Critical attributes for Proficient:**

-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.

 **1c. Setting Instructional Outcomes**

 **Critical attributes for Proficient:**

-Outcomes represent high expectations and rigor.

 -Outcomes are related to the “big ideas” of the discipline.

 -Outcomes are written in terms of what students will learn rather than do.

-Outcomes represent a range: factual, conceptual understanding, reasoning, social, management, communication.

 -Outcomes are suitable to groups of students in the class and are differentiated where necessary.

 **1d. Demonstrating Knowledge of Resources**

 **Critical attributes for Proficient:**

-Texts are at varied levels.

 -Texts are supplemented by guest speakers and field experiences.

 -Teacher facilitates Internet resources.

 -Resources are multidisciplinary.

 -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.

 **1e. Designing Coherent Instruction**

 **Critical attributes for Proficient:**

-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.

 **1f. Designing Student Assessments**

 **Critical attributes for Proficient:**

-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.

**Domain 4**

 **1a. Reflecting on Teaching**

 **Critical attributes for Proficient:**

-The teacher accurately assesses the effectiveness of instructional activities used.

 -The teacher identifies specific ways in which a lesson might be improved.

 **4b. Maintaining Accurate Records**

 **Critical attributes for Proficient:**

-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 are progressing.

-The teacher’s process for recording non-instructional information is both efficient and effective.

 **4c, Communicating with Families**

 **Critical attributes for Proficient:**

-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.

 **4d. Participating in a Professional Community**

 **Critical attributes for Proficient**

-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 activities, as well as school district and community projects.

 **4e. Growing and Developing Professionally**

 **Critical attributes for Proficient**

-The teacher seeks regular opportunities for continued professional development.

-The teacher welcomes colleagues and superiors into the classroom for the purpose of gaining insight from their feedback.

-The teacher actively participates in professional organizations designed to contribute to the profession.

 **4f. Showing Professionalism**

 **Critical attributes for Proficient**

-Teacher is honest and known for having high standards of integrity.

 -Teacher actively addresses student needs.

 -Teacher actively works to provide opportunities for student success.

 -Teacher willingly participates in team and departmental success.

 -Teacher complies completely with school district regulations.