**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.