

## **Teacher Performance Standards with Sample Abridged Performance Indicators Reference Sheet**

**Performance Standard 1. Knowledge of Learners**  
**The teacher identifies and addresses the needs of learners by demonstrating respect for individual differences, cultures, backgrounds, and learning styles.**

*Sample Performance Indicators*

- ◆ Instructional differentiation
- ◆ Range of activities
- ◆ Appropriate school, family, and community resources

**Performance Standard 2. Instructional Planning**  
**The teacher uses appropriate curricula, instructional strategies, and resources during the planning process, including state reading requirements, to address the diverse needs of students.**

*Sample Performance Indicators*

- ◆ Scope and sequence
- ◆ Alignment of materials to curriculum
- ◆ Established curriculum use
- ◆ Current knowledge of field/subject
- ◆ Logical, sequential, and relevant plans
- ◆ Intended learning outcomes-oriented planning
- ◆ Differentiation evident in planning
- ◆ Appropriate instructional materials

**Performance Standard 3. Instructional Delivery and Engagement**

**The teacher promotes learning by demonstrating accurate content knowledge and by addressing academic needs through a variety of appropriate instructional strategies and technologies that engage learners.**

*Sample Performance Indicators*

- ◆ Individual work, cooperative learning, and whole-group activities
- ◆ Current in content/subject area
- ◆ Culturally, linguistically, and gender-sensitive instruction
- ◆ Positive and timely interactions
- ◆ Appropriate instructional pacing
- ◆ Instruction adjusted to meet students' needs
- ◆ Technology use
- ◆ Students' prior knowledge
- ◆ Rigorous reading requirement, as applicable

**Performance Standard 4. Assessment**

**The teacher gathers, analyzes, and uses data, including state assessment data, to measure learner progress, guide instruction, and provide timely feedback.**

*Sample Performance Indicators*

- ◆ Assessment data used to design instruction
- ◆ Variety of formal and informal assessment
- ◆ Informal and formal state and local assessments use
- ◆ Ongoing, timely, and specific feedback

- ◆ Students assess, monitor, and reflect
- ◆ Sufficient assessment data
- ◆ Official grade record

**Performance Standard 5. Learner Progress**

**The work of the teacher results in acceptable and measurable learner progress based on established standards, district goals, and/or school goals.**

*Sample Performance Indicators*

- ◆ Knowledge of what leads to student success
- ◆ Student achievement goals
- ◆ Evidence of goal attainment
- ◆ Collaboration
- ◆ timely and appropriate intervention strategies
- ◆ Reading progress

**Performance Standard 6. Communication**

**The teacher communicates effectively with students, their parents or families, staff, and other members of the learning community.**

*Sample Performance Indicators*

- ◆ Logical, sequential, and age-appropriate diction selection
- ◆ Respectful communication with students
- ◆ Constructive criticism for students
- ◆ Collaboration
- ◆ Appropriate communication
- ◆ Technology use
- ◆ Mission, vision, and goals support

**Performance Standard 7. Professionalism**

**The teacher demonstrates behavior consistent with legal, ethical, and professional standards and engages in continuous professional growth.**

*Sample Performance Indicators*

- ◆ Legal and procedural requirements compliance
- ◆ Collaboration
- ◆ Knowledge of the school improvement plan
- ◆ Ongoing professional development
- ◆ Contributions to the school community
- ◆ Professional associations and activities
- ◆ Accurate records
- ◆ Reflective

**Performance Standard 8. Learning Environment**

**The teacher creates and maintains a safe classroom environment while encouraging fairness, respect, and enthusiasm.**

*Sample Performance Indicators*

- ◆ Effective classroom rules and procedures
- ◆ Safe physical setting
- ◆ Caring, fairness, equity, courtesy, respect, active listening, and enthusiasm for learning
- ◆ Respectful interactions
- ◆ Stimulating, and academically challenging environment
- ◆ Climate of trust and teamwork
- ◆ Student participation
- ◆ Diversity appreciation