

Professional Teaching Standards

Summative and formative certified staff member evaluation processes will be based on professional teaching standards established in MN Rule 8710.2000.

- **Domain 1: Planning**
 - Indicator A: Aligns learning targets with standards and student data inform planning
 - Plans units and lessons effectively
 - Selects unit targets and activities
 - Applies content knowledge and understanding of how students learn
 - Uses student data to inform planning
 - Indicator B: Uses content, resources and student knowledge to design coherent instruction
 - Designs coherent instruction
 - Creates interdisciplinary and extended learning experiences
 - Uses available resources and technology
 - Designs culturally relevant instructional strategies
 - Indicator C: Plans for assessment and differentiation
 - Plans formative and summative assessments
 - Plans for differentiation
- **Domain 2: Environment**
 - Indicator A: Creates a respectful classroom culture of trust, safety, and high expectations
 - Creates a safe learning environment
 - Establishes a culture of learning
 - Creates a culture of persistence
 - Indicator B: Establishes and maintains clear expectations for classroom and behavior management
 - Establishes and maintains classroom routines and procedures
 - Monitors and provides feedback on student behavior
- **Domain 3: Instruction**
 - Indicator A: Communicates learning targets and content effectively
 - Uses content knowledge to promote learning
 - Communicates learning targets and content
 - Indicator B: Facilitates activities and discussions that promote high cognitive engagement
 - Uses instructional strategies to engage students
 - Uses questioning and discussion techniques
 - Uses appropriate pacing and structure
 - Indicator C: Uses varied assessment techniques to advance student learning
 - Uses formative assessments to inform instruction
 - Provides feedback to advance learning

- Promotes student self-assessment
- Domain 4: **Professionalism**
 - Indicator A: Reflects on teaching practice
 - Uses self-reflection to improve instruction
 - Uses feedback to improve instruction
 - Plans for professional growth
 - Indicator B: Engages in professional development
 - Participates in professional development
 - Collaborates with colleagues
 - Contributes to school and cooperative culture for learning
 - Indicator C: Maintains professional responsibilities and communicates with families
 - Adheres to standards of ethical conduct
 - Maintains accurate records
 - Completes tasks in an organized and efficient manner
 - Communicates with families
 - Understands the cultural and linguistic backgrounds of students, their families, and the community

Additional standards or revised standards will be implemented based on the position of the individual. (i.e. special education teachers have due process requirements.)