HCPSS Framework for Excellence in Teaching and Learning

Domain 1-Interpersonal Skills: IS
RELATES EFFECTIVELY WITH STUDENTS
- Knowledge of students
- Interactions with students
- Communication skills

DEVELOPS COLLABORATIVE RELATIONSHIPS WITH ADMINISTRATIVE, TEACHING, AND SUPPORT STAFF
- Respect and rapport
- Communication Skills
- Conflict resolution

FOSTERS POSITIVE RELATIONSHIPS WITH FAMILIES AND COMMUNITY MEMBERS
- Respect and rapport
- Communication skills
- Conflict resolution

Domain 2-Planning and Preparation: PP
DEMONSTRATES KNOWLEDGE OF CONTENT AND INSTRUCTIONAL PRACTICES
- Content
- Conceptual and prerequisite relationships
- Content related instructional practices

DEMONSTRATES KNOWLEDGE OF STUDENTS
- Developmental needs of students and characteristics of age groups
- Students’ varied approaches to learning
- Students' skills and knowledge
- Students' interests and cultural heritage

SELECTS APPROPRIATE INSTRUCTIONAL GOALS
- Value
- Charity

DEMONSTRATES KNOWLEDGE OF RESOURCES
- Resources for teaching
- Resources for student support

DESIGNS COHERENT INSTRUCTION
- Long term/ unit planning
- Short term/ lesson planning
- Learning activities
- Instructional groups
- Instructional materials and resources
ASSESSES STUDENT LEARNING EFFECTIVELY
- Alignment with instructional goals
- Criteria and standards
- Use for planning

Domain 3-The Classroom Environment: CE
ESTABLISHES A CULTURE FOR LEARNING
- Importance of the content
- Expectations for learning and achievement
- Teacher interaction with students

MANAGES CLASSROOM PROCEDURES EFFECTIVELY
- Managing transitions
- Managing instructional groups
- Managing materials and supplies
- Performing non-instructional duties
- Supervising volunteers and paraprofessionals

MANAGES STUDENT BEHAVIOR EFFECTIVELY
- Expectations
- Monitoring student behavior
- Response to student misbehavior

ORGANIZES PHYSICAL SPACE APPROPRIATELY
- Safety and accessibility
- Student furniture
- Arrangement and use of other physical resources

Domain 4-Delivery of Instruction: DI
COMMUNICATES CLEARLY AND ACCURATELY
- Directions and procedures
- Oral and written language

USES QUESTIONING AND DISCUSSION TECHNIQUES EFFECTIVELY
- Quality of questions
- Discussion techniques

ENGAGES STUDENTS IN LEARNING
- Representation of content
- Materials, activities and assignments
- Relevant and thoughtful applications
- Instructional groups
- Lesson/ unit structure and pacing

PROVIDES EFFECTIVE FEEDBACK TO STUDENTS
• Quality: accurate, substantive, constructive, and specific
• Equitability
• Timeliness

DEMONSTRATES FLEXIBILITY AND RESPONSIVENESS
• Lesson/unit adjustment
• Response to students

Domain 5-Professional Responsibilities: PR
REFLECTS ON TEACHING
• Accuracy
• Use in future teaching

MAINTAINS ACCURATE RECORDS
• Record keeping

COMMUNICATES WITH FAMILIES
• Information about the instructional program
• Information about individual students
• Engaging families in the instructional program

SHOWS PROFESSIONALISM
• Student advocacy
• Collaborative problem solving
• Relationships with business and community
• Following policies and procedures

GROWS AND DEVELOPS PROFESSIONALLY
• Enhancing content knowledge and pedagogical skill
• Service to the school, district, and profession

COMITS TO CULTURAL PROFICIENCY
• Barriers
• Behavioral Competencies
• Assessing Personal and Organizational Progress
• Belief Systems