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# 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
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### **Domain 3-The Classroom Environment: CE**

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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

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**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

COMMITTS TO CULTURAL PROFICIENCY

- Barriers
- Behavioral Competencies
- Assessing Personal and Organizational Progress
- Belief Systems