Domain 4: Professional Responsibilities and Teacher Leadership

The suggestions below are not a complete list of all the ways that teachers exhibit Domain 4, but a sampling of possible indicators. Not all teachers will exhibit all of these. Teachers are encouraged to keep track of things that they do that fit in this category and submit them to their evaluator at the end of the school year, before they are given their final rating. Many of these are things your evaluator may not witness during observations or reviews of practice.

*Teachers maximize support for student learning by **developing and demonstrating professionalism, collaboration and leadership** by:*
INDICATOR 4a: Engaging in continuous professional learning to impact instruction and student learning.

Uses ongoing self-evaluation and reflection to initiate professional dialogue with colleagues to improve collective practices to address learning,

- Meet with colleagues to discuss differentiation for students.
- Attending workshops both in and out of the district on areas that the teacher deems he/she needs to improve on.
- Reflecting on lessons and noting this in plan book-evaluating the effectiveness of lessons delivered.
- Unit or curriculum writing and revising.
- Reviewing and editing lesson plans after reading a professional book.
- Participating in Data Teams.

Response to feedback
Proactively seeks feedback in order to improve a range of professional practices
- Changes lessons or units based on feedback from colleagues or administration.
- Following through on suggestions from colleagues or administration.
- Asks to be observed by colleagues and/or administration to check on improvement in a certain area.
- Observes other teachers who are proficient in a given area.
- Participates and seeks advice at Data Team meetings

Professional learning
Takes a lead in and/or initiates opportunities for professional learning with colleagues

- Attends conferences.
- Observing other teachers.
- Attending in and out of district workshops.
- Conducting workshops for colleagues.
- Facilitate conferences and/or workshops.
- Engaging in professional reading.
- Being part of a PLC.
- Being part of a "book club" that reads and discusses professional literature.
- Online courses taken.

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- Being a Data Team leader.

*Teachers maximize support for student learning by **developing and demonstrating professionalism, collaboration and leadership** by:*
INDICATOR 4b: Collaborating to develop and sustain a professional learning environment to support student learning

Collaboration with colleagues
Supports and assists colleagues in gathering, synthesizing and evaluating data to adapt planning and instructional practices that support professional growth and student learning.

- Discussing teaching strategies with peers.
- Developing units and/or curriculum with colleagues.
- Actively participating during collaboration time.
- Active participation during data team meetings.
- Serving as a mentor either through the TEAM program, evaluation system, or unofficially.
- Helping new teachers by reviewing lesson plans and helping them to reflect.
- Forming and/or participating in book clubs with professional books.
- Team teaching or co-teaching.

Contribution to professional learning environment
Collaborates with colleagues to deepen the learning community's awareness of the moral and ethical demands of professional practice.

- Serving as a mentor either through the TEAM program, evaluation system, or unofficially.
- Helping new teachers by reviewing lesson plans and helping them to reflect.
- Forming and/or participating in book clubs using professional books.
- Working with curriculum specialists.
- Team teaching or co-teaching.
- Data team leader or active participant.
- Working with new teachers
- Attending and/or delivering professional development workshops.
- Planning lessons as a team with grade or subject partners.

Ethical use of technology
Advocates for and promotes the safe, legal and ethical use of information and technology throughout the school community.

- Having and updating a teacher website.
- Posting lessons to a community page (i.e. Share My Lesson, Pinterest, Teachers Pay Teachers, District google docs)
- Team Module 5
- Teach lessons on ethical use of technology.
- Flipped classroom.
- Teaching guidelines for BYOD (Bring Your Own Devices)

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*Teachers maximize support for student learning by **developing and demonstrating professionalism, collaboration and leadership** by:*
INDICATOR 4c: Working with colleagues, students and families to develop and sustain a positive school climate that supports student learning.

Positive school climate
Leads efforts within and outside the school to improve and strengthen the school climate

- Promoting school wide rules and expectations.
- PBIS (Positive Behavior Interventions)
- Behavior at Planning and Placement Team and 504 meetings.
- Promoting successes.
- Praise.
- Student reports.
- Report card comments.
- Newsletters.
- Planning or participating in First Day Celebrations.
- Posting student work.
- Participating in PTA events.

Family and community engagement
Supports colleagues in developing effective ways to communicate with families and engage them in opportunities to support their child's learning; and seeks input from families and communities to support student growth and development.

- School/District committee meetings.
- Parent Teacher organizations.
- Participating in fundraisers.
- Attending sports events.
- Involvement as a parent in school activities at your child's school.
- Participation in community events.
- Coaching.
- Using Powerschool as a tool to communicate with families.
- Attending Board of Education meetings.
- Attending City or town Budget meetings.
- Parent conferences.
- Classroom websites.
- Newspaper articles on school events or happenings.

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Culturally responsive communications

Leads efforts to enhance culturally-responsive communications with families and the community

- Providing communication for parents in other languages.
- Behavior at Planning and Placement Team, 504, or other parent meetings.
- Running school events.
  - Music concerts
  - Reading celebrations
  - Science Night
  - Book Fairs
  - Parent Academy
  - Math Nights
  - Language Arts Nights