

Anoka-Hennepin District #11 Performance Appraisal System
Components of Professional Practice - Framework Summary

DOMAIN 1: PLANNING AND PREPARATION

Comp. 1A: Demonstrating Knowledge of Content

Knowledge of content and the structure of the discipline
 Knowledge of prerequisite relationships
 Knowledge of content-related pedagogy

Comp. 1B: Demonstrating Knowledge of Students

Knowledge of child and adolescent development
 Knowledge of the learning process
 Knowledge of students' skills, knowledge, and language proficiency
 Knowledge of students' interests and cultural heritage
 Knowledge of students' special needs

Comp. 1C: Setting Instructional Outcomes

Value, sequence, and alignment
 Clarity
 Balance
 Suitability for diverse students

Comp. 1D: Demonstrating Knowledge of Resources

Resources for classroom use
 Resources to extend content knowledge and pedagogy
 Resources for Students
 Implementation of district adopted guaranteed curriculum

Comp. 1E: Designing Coherent Instruction

Learning Activities
 Instructional Materials and Resources
 Instructional Groups
 Lesson and Unit Structure

Comp. 1F: Designing Student Assessments

Congruence with instructional outcomes
 Criteria and standards
 Design of formative assessments
 Use for planning

DOMAIN 2: THE CLASSROOM ENVIRONMENT

Comp. 2A: Creating an Environment of Respect & Rapport

Teacher interaction with students, including both words and actions
 Student Interactions with other students, including both words and actions

Comp. 2B: Establishing a Culture for Learning

Importance of the content and of learning
 Expectations for learning and achievement
 Student pride in work

Comp. 2C: Managing Classroom Procedures

Management of instructional groups
 Management of transitions
 Management of materials and supplies
 Performance of classroom routines

Comp. 2D: Managing Student Behavior

Expectations
 Monitoring and to student behavior
 Response to student misbehavior

Comp. 2E: Organizing Physical Space

Safety and accessibility
 Arrangement of furniture use of physical resources

DOMAIN 3: INSTRUCTION

Comp. 3A: Communicating With Students

Expectations for learning
 Directions for activities
 Explanations of content
 Use of oral and written language

Comp. 3B: Using Questioning and Discussion Techniques

Quality of questions/prompts
 Discussion techniques
 Student participation

Comp. 3C: Engaging Students in Learning

Activities and assignments
 Grouping of students
 Instructional materials & resources
 Structure and pacing

Comp. 3D: Using Assessment in Instruction

Assessment criteria
 Monitoring of student learning
 Feedback to students
 Student self-assessment and monitoring of progress

Comp. 3E: Demonstrating Flexibility and Responsiveness

Lesson adjustment
 Response to students
 Persistence

DOMAIN 4: PROFESSIONAL RESPONSIBILITIES

Comp. 4A: Reflecting on Teaching

Accuracy
 Use in future teaching

Comp. 4B: Maintaining Accurate Records

Student completion of assignments
 Student progress in learning
 Non-instructional records

Comp. 4C: Communication with Families

Information about the instructional program
 Information about individual students
 Engagement of families in the instructional program

Comp. 4D: Participating in the Professional Community

Relationships with colleagues
 Involvement in culture of professional inquiry
 Service to the school
 Participation in school and district projects

Comp. 4E: Growing and Developing Professionally

Enhancement of content knowledge and pedagogical skill
 Receptivity to feedback from colleagues
 Services to the profession

Comp. 4F: Showing Professionalism

Integrity and ethical conduct
 Service to students
 Advocacy
 Decision making
 Compliance with school and district regulations