

Appendix C

Hawai‘i Teacher Performance Standards

STANDARD 1:

FOCUSES ON THE LEARNER.

The effective teacher consistently engages students in appropriate experiences that support their development as independent learners.

1. Provides opportunities for students to assume responsibility for their own learning, shaping tasks and pursuing their own goals and aspirations.
2. Nurtures students' desire to learn and achieve.
3. Demonstrates concern and interest by taking time to listen and respond to students.
4. Uses student experiences, interests and real-life situations in instruction.
5. Uses developmentally appropriate activities to promote student success.
6. Makes instructional decisions which consider students' physical, social, emotional and cognitive development.

STANDARD 2:

CREATES AND MAINTAINS A SAFE AND POSITIVE LEARNING ENVIRONMENT.

The effective teacher consistently creates a safe and positive learning environment that encourages social interaction, civic responsibility, and active engagement in learning and self-motivation.

1. Promotes empathy, compassion and mutual respect among students.
2. Uses effective classroom management techniques that foster self-control, self-discipline and responsibility to others.
3. Models a caring attitude and promotes positive interpersonal relationships.
4. Promotes students' intrinsic motivation by providing meaningful and progressively challenging developmentally appropriate learning experiences that enable student success.
5. Provides learning experiences that actively engage students as individuals and as members of collaborative groups.
6. Manages a classroom where students are encouraged to reflect, express interests, make choices, set goals, plans and organize, self-evaluate and produce quality work.

STANDARD 3:

ADAPTS TO LEARNER DIVERSITY.

The effective teacher consistently provides opportunities that are inclusive and adapted to diverse learners.

1. Develops rapport with all students.
2. Fosters an appreciation of human and cultural differences.
3. Helps every student achieve success.
4. Adapts instruction to students' differences in development, learning styles, strengths and needs.
5. Seeks additional resources to support student achievement.
6. Fosters trust, respect and empathy among diverse learners.

STANDARD 4:

FOSTERS EFFECTIVE COMMUNICATION IN THE LEARNING ENVIRONMENT.

The effective teacher consistently enriches communication in the learning environment.

1. Communicates openly with all students and others working in the learning environment.
2. Develops communication skills for active inquiry, collaboration and supportive interaction.
3. Encourages self-expression, reflection and evaluation.
4. Models and promotes clear and logical oral and written expression, using Standard English or a target language as appropriate.
5. Applies principles of language acquisition and development to the teaching of communication skills.
6. Fosters sensitivity to variations in meaning in verbal and non-verbal communication.
7. Engages students in different modes of communication.
8. Uses the school's current technologies to enrich student literacy.

STANDARD 5: DEMONSTRATES KNOWLEDGE OF CONTENT.

The effective teacher consistently demonstrates competency in content area(s) to develop student knowledge and performance.

1. Keeps abreast of current developments in content area(s).
2. Teaches mastery of language, complex processes, concepts and principles unique to content area(s).
3. Utilizes the school's current technologies to facilitate learning in the content area(s).
4. Connects knowledge of content area(s) to students' prior experiences, personal interests and real-life situations.
5. Possesses an understanding of technology appropriate to the content area, e.g., computer-assisted instruction.

STANDARD 6: DESIGNS AND PROVIDES MEANINGFUL LEARNING EXPERIENCES.

The effective teacher consistently plans and implements meaningful learning experiences for students.

1. Plans and implements logical, sequenced instruction and continually adjust plans based on learner needs.
2. Provides learning experiences and instructional materials that are developmentally appropriate and based on desired student outcomes, principles of effective instruction and curricular goals.
3. Incorporates a variety of appropriate assessment strategies as an integral part of instructional planning.
4. Links concepts and key ideas to students' prior experiences and understandings, using multiple representations, examples and explanations.
5. Applies concepts that help students relate learning to everyday life.
6. Provides integrated or interdisciplinary learning experiences that engage students in generating knowledge, using varied methods of inquiry, discussing diverse issues, dealing with ambiguity and incorporating differing viewpoints.
7. Teaches for mastery of complex processes, concepts and principles contained in the Hawaii Content and Performance Standards.
8. Provides knowledge and experiences that help students make life and career decisions.

STANDARD 7: USES ACTIVE STUDENT LEARNING STRATEGIES.

The effective teacher consistently uses a variety of active learning strategies to develop students' thinking, problem solving and learning skills.

1. Involves students in setting goals and standards, selecting tasks, planning, implementing and evaluating to produce quality responsibility for their own learning.
2. Helps students to question, problem-solve, access resources, use information to reach meaningful conclusions and develop responsibility for their own learning.
3. Provides challenging learning experiences which develop higher order thinking skills.
4. Varies instructional roles (e.g., instructor, facilitator, coach, co-learner, audience) in relation to the content and purpose of instruction and students' needs.
5. Engages students in active, hands-on, creative, open-ended, problem-based learning experiences.
6. Provides opportunities for students to apply and practice what is learned.
7. Uses the school's current technologies as tools for teaching and learning.

STANDARD 8: USES ASSESSMENT STRATEGIES.

The effective teacher consistently applies appropriate assessment strategies to evaluate and ensure the continuous intellectual, social, physical and emotional development of the learner.

1. Evaluates students' performances and products objectively and fairly.
2. Uses a variety of appropriate assessment strategies to enhance knowledge of learners and appropriately modifies teaching and learning strategies.
3. Involves students in developing assessment standards and criteria.
4. Engages students in self-assessment activities and encourages them to set personal achievement goals.
5. Obtains and uses information about students' experiences, strengths, needs and progress from parents, colleagues and students themselves.
6. Uses assessment data to monitor and evaluate students' progress toward achieving the Hawaii Content and Performance Standards.
7. Maintains appropriate and accurate records of student achievement and communicates students' progress to students, parents and colleagues as needed.

STANDARD 9: DEMONSTRATES PROFESSIONALISM.

The effective teacher continually evaluates the effects of his or her choices and actions and actively seeks opportunities to grow professionally.

1. Engages in relevant opportunities to grow professionally, e.g., taking university/college or in-service coursework, actively participating in a professional organization, serving on a cadre, council, or committee or serving as a cooperating teacher, mentor or advisor.
2. Reflects on practices and monitors own teaching activities and strategies, making adjustments to meet learner needs.
3. Provides and accepts evaluative feedback in a professional manner.
4. Conducts self ethically in professional matters.
5. Models honesty, fairness and respect for individuals and for the laws of society.
6. Demonstrates good work habits including reliability, punctuality and follow-through on commitments. Practices effective listening, conflict resolution and group-facilitation skills as a team leader.
7. Works collaboratively with other professionals.
8. Participates actively and responsibly in school activities.

STANDARD 10: FOSTERS PARENT AND SCHOOL COMMUNITY RELATIONSHIPS.

The effective teacher establishes and maintains strong working relationships with parents and members of the school community to support student learning.

1. Collaborates with parents and school community members to support student learning.
2. Consistently seeks opportunities to build strong partnerships with parents and community members.
3. Supports activities and programs which encourage parents to participate actively in school-related organizations and activities.
4. Establishes open and active lines of communication with parents.
5. Utilizes community resources to enhance student learning.