

**5 STANDARDS OF PRACTICE for the TEACHING PROFESSION and the EIGHT FOCUS COMPETENCIES for the NEW TEACHER PERFORMANCE APPRAISAL**

Domain	Competency
<b>Commitment to Pupils and Pupil Learning</b>	<ul style="list-style-type: none"> <li>• <b>The teacher demonstrates commitment to the well-being and development of all pupils.</b></li> <li>• <b>The teacher is dedicated in his or her efforts to teach and support pupil learning and achievement.</b></li> <li>• <b>The teacher treats all pupils equitably and with respect.</b></li> <li>• <b>The teacher provides an environment for learning that encourages pupils to be problem solvers, decision makers, lifelong learners, and contributing members of a changing society.</b></li> </ul>
<b>Professional Knowledge</b>	<ul style="list-style-type: none"> <li>• <b>The teacher knows his or her subject matter, the Ontario curriculum, and education-related legislature.</b></li> <li>• <i>The teacher knows a variety of effective teaching and assessment practices.</i></li> <li>• <i>The teacher knows a variety of effective classroom management strategies.</i></li> <li>• <i>The teacher knows how pupils learn and factors that influence pupil learning and achievement.</i></li> </ul>
<b>Professional Practice</b>	<ul style="list-style-type: none"> <li>• <b>The teacher uses his or her professional knowledge and understanding of pupils, curriculum, legislation, teaching practices, and classroom management strategies to promote the learning and achievement of his or her pupils.</b></li> <li>• <b>The teacher communicates effectively with pupils, parents, and colleagues.</b></li> <li>• <b>The teacher conducts ongoing assessment of his or her pupils' progress, evaluates their achievement, and reports results to pupils and parents regularly.</b></li> <li>• <i>The teacher adapts and refines their teaching practice through continuous learning and reflection, using a variety of sources and resources.</i></li> <li>• <i>The teacher uses appropriate technology in their teaching practices and related professional responsibilities.</i></li> </ul>
<b>Leadership in Learning Communities</b>	<ul style="list-style-type: none"> <li>• <i>The teacher collaborates with other teachers and school colleagues to create and sustain learning communities in their classrooms and in their schools.</i></li> <li>• <i>The teacher works with professionals, parents, and members of the community to enhance pupil learning, pupil achievement and school programs.</i></li> </ul>
<b>Ongoing Professional Development</b>	<ul style="list-style-type: none"> <li>• <i>The teacher engages in ongoing professional learning and applies it to improve his or her teaching practices.</i></li> </ul>

The eight competencies that are bold and italicized are the focus for the two New Teacher Performance Appraisals that will be completed this year by your principal with your input.