

TEACHING SKILLS

1. **Prescribes and develops an appropriate instructional program which incorporates integrated thematic curriculum goals**
 - Provides a well-planned, meaningful instruction sequence
 - Applies learning principles by providing appropriate structure, organization, and purpose to instruction
 - Integrates reading, writing, critical thinking, and communication skills into the content instruction
 - Assists the team in modifying and updating the curriculum as necessary
 - Demonstrates a thorough knowledge of the content area taught
2. **Presents an effective program of instruction which includes use of best educational practices and established training goals**
 - Utilizes appropriate approaches to presenting information clearly to students
 - Adapts methodology to various instructional levels
 - Uses a variety of strategies, methods, and materials for instruction
 - Models correct written English
3. **Appraises student learning levels, interests, and needs**
 - Addresses the needs of individual students
 - Sets appropriate expectations for students
 - Exhibits flexibility in appropriately responding to the immediate learning needs of students
 - Provides additional assistance outside of class time to meet students' needs
4. **Establishes and maintains the learning environment required to motivate and enable each student to achieve**
 - Maintains an orderly, organized, and clean atmosphere conducive to student learning
 - Motivates students
 - Helps students develop efficient learning strategies and work habits
 - Establishes a professional rapport with students
 - Utilizes appropriate problem-solving techniques for classroom management
5. **Uses information from appropriate assessment and evaluation tools to increase instructional effectiveness**
 - Designs/utilizes a variety of appropriate means to evaluate student performance
 - Uses classroom observations and student portfolios to document student progress
 - Interprets and utilizes the results of student performance
 - Assesses the congruence between course achievement and student achievement
 - Reports student progress in an accurate and timely manner

COMMUNICATION

6. **Demonstrates effective expressive and receptive sign language competency and models effective use of American Sign Language and written English in the classroom**
 - Signs clearly with acceptable visibility
 - Demonstrates broad sign vocabulary
 - Demonstrates accurate sign production, including fingerspelling
 - Demonstrates appropriate level of fluency

- Demonstrates knowledge and use of ASL principles
 - Demonstrates clear production of visual grammatical features (appropriate use of signing space, spatial relationships, directionality, etc.)
7. **Applies a variety of effective communication approaches.**
 - Comprehends students' communication
 - Comprehends the communication of other professionals
 - Demonstrates sensitivity and responds appropriately to the unique and individual communication needs of students
 - Uses appropriate modes of communication in various situations and modifies communication as the need warrants
 - Demonstrates an awareness of barriers to communication

PROFESSIONAL EXPECTATIONS AND SERVICE

8. **Adheres to institutional policies and procedures**
 - Attends regularly [according to school policy]
 - Demonstrates punctuality in work hours and meets timelines with work responsibilities
 - Maintains qualifications and certifications as stated in his/her job description and/or TES
9. **Demonstrates commitment to school philosophy, team collaboration, and institutional goals and priorities.**
 - Attends and participates in teacher, team, and other professional meetings (to include staffings)
 - Demonstrates commitment to setting and meeting institutional goals and team responsibilities
 - Assists in upholding and enforcing school rules and administrative regulations
 - Participates in institutional in-service activities (those that apply) such as:
 - Participates in teacher, Pre-College and Gallaudet University committees
 - Volunteers for duties beyond those regularly assigned
 - Attends school functions (outside of school hours)
 - Coaches and/or sponsors students in extra-curricular activities
 - Mentors new teachers
 - Mentors students
 - Supervises volunteers
10. **Supports the national mission of Pre-College National Mission Programs.**

Pre-College personnel are required to contribute to the national mission in the following ways:

- Developing, providing, and maintaining exemplary programs of instruction for Pre-College students
- Documenting activities related to the national mission
- Participating in professional development activities such as:
 - Presenting at local and national professional conferences
 - Participating in research projects that explore cutting edge educational strategies
 - Exploring innovative trends in field of specialty
- Providing opportunities for visitors to observe classroom activities and share information, etc. given advance notice

- Provide training for practicum and internship students from Gallaudet University's and other university's graduate programs when asked to do so
- Provide training, technical assistance, and information to outside personnel upon request
- Contribute to the production of articles and products that can be disseminated in any of the following:
 - *Perspectives in Education and Deafness*
 - *World Around You*
 - *American Annals of the Deaf*
 - Books, magazines, and journals
- Assisting in the conceptualization and design of research and education products, data collection, field testing, interpretation and utilization of findings, and management of activities in support of research products
- Assisting in the conceptualization and production of curricula for deaf students
- Marketing Pre-College publication, products, and services

PROFESSIONAL GROWTH AND RELATIONSHIPS

11. **Demonstrates a personal commitment to ongoing professional growth**
 - Demonstrates awareness of own areas of strengths and weaknesses and implements a systematic procedure for self-evaluation and development where appropriate
 - Evaluates personal time and stress management
 - Systematically improves class materials, and plans and experiments with variations of materials and methods
 - Solicits input from students and peers
 - Maintains systematic reading or study of current trends in pedagogy or content area
 - Assumes responsibility for the development of own professional development plan
 - Participates in in-service activities and workshops
 - Keeps current with trends in the content area and profession by:
 - Becoming computer literate
 - Participating in professional workshops
 - Participating in in-house professional development activities
 - Taking coursework in appropriate, job-related areas
 - Observing other programs
 - Other
 - Conveys enthusiasm towards the students, the content area(s), and the teaching profession
12. **Establishes and maintains professional relationships with colleagues, students, parents and the community which reflect recognition of and respect for every individual**
 - Establishes a professional rapport with parents, colleagues, and administrators
 - Shows awareness/sensitivity to multicultural ramifications in interacting with students, peers, and the community
 - Accepts constructive criticism and accommodates the suggestions of colleagues, supervisors, and where possible, students

