

Teacher Specialist Evidence Examples

Standard 1: Learning and Learners

Effective teachers demonstrate attention to the impact of unique learner characteristics on development and growth by:

Element 1: Personalizing Learning

Designing learning that builds on background knowledge while providing opportunities for each student to access, practice and refine new learning.

- Notes from collaboration meetings w/teachers and other specialists
- PLC meeting notes
- Anticipation guides
- KWL charts
- Pre-assessments
- Scaffolded graphic organizers
- Scaffolded task completion guidelines

Element 2: Building Relationships

Building positive and authentic relationships with students as learning partners and supporting students in developing similar relationships with each other.

- Notes summarizing interactions with students
- PLC meetings notes
- Interest inventories
- Peer feedback protocols
- Student surveys

Element 3: Respecting Learner Backgrounds and Perspectives

Demonstrating respect for each learner and exhibiting actions consistent with recognizing learners' diverse backgrounds and perspectives as assets to the classroom community.

- Certificate of completion for attending SIOP or WIDA trainings (Or other similar trainings)

- Notes from consultations with teachers
- Lesson plan showing strategies
- Data used to analyze different learner needs
- Goal, intervention, and/or progress-monitoring documentation for specific students
- Lesson samples demonstrating the use of multiple perspectives

Element 4: Fostering Student Self-Awareness

Providing formative and timely feedback to guide students in self-assessment of learning and demonstration of competency to support students in understanding themselves as learners.

- Samples of feedback provided to students
- Notes from a debriefing session
- Competency rubrics
- Peer feedback tools
- Student self-assessment work samples

Standard 2: Instructional Design Clarity

Effective teachers preview classroom content, demonstrate clarity in how they organize and sequence instruction and effectively plan for learning and student engagement by:

Element 1: Content

Demonstrating a comprehensive understanding of Utah Core Standards, communicating relevance of content, communicating clear pathways to student mastery and designing learning experiences aligned to clear learning intentions and success criteria.

- Curriculum resources created based on a Utah Core Standard
- Certificate of attendance at conferences that deepen your content knowledge

- Lesson plans created connected to the Utah Core Standards
- Working with consulting ed to improve planning that is connected to the Utah Core Standards
- Learning progression maps
- Lesson learning intentions
- Lesson success criteria

Element 2: Learning Progression

Demonstrating a comprehensive understanding of where students have been, where they are now and where they are going using strategically sequenced learning experiences aligned within and across grade levels.

- PLC meeting notes
- Notes from consultations with teachers
- Learning progression maps
- Pacing guides
- Scope and sequence plans

Element 3: Instructional Planning

Planning high quality, personalized instructional activities that are informed by student progress data, provide multiple opportunities for students to reflect upon and assess their own growth and allow multiple opportunities and means for demonstration of competency.

- Lesson plan showing strategies
- Data used to analyze different learner needs
- Materials shared with others regarding differentiations
- Progress monitoring instruments
- Student data tracking artifacts

Element 4: Engagement

Designing lessons and activities that actively engage students in their learning and use a variety of effective tools and strategies.

- Lesson plan documenting engagement strategies in student-focused language
- A list of strategies you regularly share with and model for teachers and an explanation of how you share those strategies
- Documentation of coaching cycles
- Peer observations documenting opportunities to respond

Standard 3: Instructional Practice

Effective teachers engage in high quality instructional practices that are data-informed, exhibit a collaborative approach to teaching and learning and meet the learning needs of each student by:

Element 1: Instructional Strategies

Using appropriate academic language and evidence-based strategies to stimulate higher-level thinking, discourse and problem solving and to scaffold learning experiences to meet the needs of all students.

- Materials that show appropriate use of academic language
- Certificates of attendance at conferences that deepen content knowledge
- Curriculum resources based on content
- Academic vocabulary templates
- Advance graphic organizers
- Questions to facilitate discourse
- Sample learning intentions of success criteria

Element 2: Assessment Practices

Critically analyzing evidence from both formative and summative assessments to inform and adjust instruction and provide feedback to students to support learning and growth.

- Assessments created and shared with others
- Assessments with data you've worked on with teachers
- Reports used to identify progress of students
- Action-oriented feedback (fist to five, thumbs up/down)

Element 3: Relevance

Providing relevant learning opportunities that value students' interests and backgrounds and allow learner agency and choice in accessing learning and demonstrating competency.

- PLC meetings notes
- Notes from collaboration with teachers and other specialists
- Lesson plan showing student choice
- Learning choice playlists
- Learning 'menus' that provide flexibility in how students meet common learning goals
- Student interest inventories

Element 4: Innovation and Technology

Intentionally selecting the use of technological and non-technological tools to enhance and deepen student learning, encourage creativity and innovation in learning and facilitate students' appropriate use of available tools and resources to achieve desired student outcomes.

- A list of specific websites with an explanation of why you use them
- A lesson plan that makes use of technology
- An example of a multi-media or technology resource that you've used; why was it effective?
- Examples of YouTube videos, video tutorials, or other multi-media you've created
- Example of a website you created
- List of teaching channel videos used
- Data reports and evidence of lesson design for individual or small groups of students based on data
- Student work samples

Standard 4: Classroom Climate

Effective teachers create academic, physical, social, and emotional conditions, with emphasis on academic performance by:

Element 1: Respectful Learning Environment

Modeling and fostering respectful communication with students while appreciating differences of opinion and facilitating respectful classroom discussion.

- Activities used to build a positive classroom environment
- Feedback from teachers
- Evidence of positive communication between teachers, parents, administration
- Language frames for respectful discourse
- Posted discourse norms or expectations

Element 2: Classroom Safety

Involving students in establishing clear guidelines for behavior that support a developmentally appropriate and safe learning environment while consistently following through with clear expectations, procedures, norms and protocols.

- Posted behavior expectations or rules
- Posted safety rules or procedures
- Written acknowledgement of rules and expectations of classroom procedures, school-wide procedures

Element 3: Classroom Organization

Strategically organizing and structuring the physical classroom environment for optimal student learning.

- Written narrative of how you respect the layout of classrooms
- Charts showing layout of working with groups
- Differentiated organizational strategies for various learning tasks or activities

Element 4: Growth-Oriented Classroom Climate

Cultivating a classroom culture that encourages rigorous learning, perseverance and promotes critical thinking.

- Logs/notes of discussions with teachers regarding rigor
- Evidence of participation in unpacking standards
- Evidence of student academic growth
- Evidence of student reflection on growth

Standard 5: Professional Responsibility

Effective teachers demonstrate an awareness of and adherence to professional and ethical standards within their school and with families and communities by:

Element 1: Adherence to Laws, Rules and Policies

Maintaining a current educator license and adhering to relevant laws, rules and policies impacting educators.

- Completion of Crucial Concerns on Skyward
- Copy of current Utah Educator License
- Evidence of progress toward a professional license (as applicable)

Element 2: Continuous Professional Learning

Engaging in and valuing constructive feedback, reflective practices, professional learning and collaborative activities that support professional, instructional and schoolwide improvement.

- Emails with teachers, administrators, parents
- Feedback logs
- Evidence of attending or presenting at local, regional, state or national conferences
- Evidence of progress toward completion of additional professional credentials
- Evidence of using collaborative conversations and data analysis to inform and/or adjust instructional practices

Element 3: Communication

Using effective and responsible communication with students, families and colleagues about student learning.

- Descriptive phone logs
- Articles written for publication

- Classroom newsletter
- Evidence of frequent and positive communication with students and parents
- Student recognition letter/postcard/certificate

Element 4: Professional and Ethical Conduct

Treating all with respect and maintaining professional and ethical conduct with students, families and colleagues.

- No written directives from administrator
- Personal mission or vision statement
- Personnel record free from misconduct reports