

# K-12

**Demonstrates ability to enhance academic performance and support for implementation of the school district's student achievement goals.**

IA 1.A

- a** Provides multiple forms of evidence of student learning and growth to students, families, and staff.

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- b** Implements strategies supporting student, building, and district goals. IA1.B

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- c** Uses student performance data as a guide for decision making. IA1.C

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- d** Accepts and demonstrates responsibility for creating a classroom culture that supports the learning of every student. IA1.D

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- e** Creates an environment of mutual respect, rapport, and fairness. IA1.E

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- f** Participates in and contributes to a school culture that focuses on improved student learning. IA1.F

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- g** Communicates with students, families, colleagues, and communities effectively and accurately. IA1.G

**Demonstrates competence in content knowledge appropriate to the teaching position.**

- a** Understands and uses key concepts, underlying themes, relationships, and different perspectives related to the content area. IA2.A

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- b** Uses knowledge of student development to make learning experiences in the content area meaningful and accessible for every student. IA2.B

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- c** Relates ideas and information within and across content areas. IA2.C

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- d** Understands and uses instructional strategies that are appropriate to the content area. IA2.D

**Demonstrates competence in planning and preparing for instruction.**

- a** Uses student achievement data, local standards, and the district curriculum in planning for instruction. IA3.A

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- b** Sets and communicates high expectations for social, behavioral, and academic success of all students. IA3.B

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- c** Uses student's developmental needs, backgrounds, and interests in planning for instruction. IA3.C

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- d** Selects strategies to engage all students in learning. IA3.D

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**e** Uses available resources, including technologies, in the development and sequencing of instruction. IA3.E

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**Uses strategies to deliver instruction that meets the multiple learning needs of students.**

**a** Aligns classroom instruction with local standards and district curriculum. IA4.A

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**b** Uses research-based instructional strategies that address the full range of cognitive levels. IA4.B

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**c** Demonstrates flexibility and responsiveness in adjusting instruction to meet student needs. IA4.C

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**d** Engages students in varied experiences that meet diverse needs and promote social, emotional, and academic growth. IA4.D

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**e** Connects students' prior knowledge, life experiences, and interests in the instructional process. IA4.3

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**f** Uses available resources, including technologies, in the delivery of instruction. IA4.F

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**Uses a variety of methods to monitor student learning.**

**a** Aligns classroom assessment with instruction. IA5.A

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**b** Communicates assessment criteria and standards to all students and parents. IA5.B

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**c** Understands and uses the results of multiple assessments to guide planning and instruction. IA5.C

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**d** Guides students in goal setting and assessing their own learning. IA5.D

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**e** Provides substantive, timely, and constructive feedback to students and parents. IA5.3

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**f** Works with other staff and building and district leadership in analysis of student progress. IA5.F

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**Demonstrates competence in classroom management.** IA6.A

**a** Creates a learning community that encourages positive social interaction, active engagement, and self-regulation for every student.

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**b** Establishes, communicates, models, and maintains standards of responsible student behavior. IA6.B

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**c** Develops and implements classroom procedures and routines that support high expectations for student learning. IA6.C

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**d** Uses instructional time effectively to maximize student achievement. IA6.D

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**e** Creates a safe and purposeful learning environment. IA6.E

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**Engages in professional growth.**

**a Demonstrates habits and skills of continuous inquiry and learning. IAA7.A**

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**b Works collaboratively to improve professional practice and student learning. IA7.B**

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**c Applies research, knowledge, and skills from professional development opportunities to improve practice. IA7.C**

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**d Establishes and implements professional development plans based upon the teacher's needs aligned to the Iowa teaching standards and district/building student achievement goals. IA7.D**

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**e Provides an analysis of student learning and growth based on teacher created tests and authentic measures as well as any standardized and district-wide tests. IA7.E**

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**Fulfills professional responsibilities established by the school district.**

**a Adheres to board policies, district procedures, and contractual obligations. IA8.A**

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**b Demonstrates professional and ethical conduct as defined by state law and district policy. IA8.B**

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**c Contributes to efforts to achieve district and building goals. IA8.C**

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**d Demonstrates an understanding of and respect for all learners and staff. IA8.D**

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**e Collaborates with students, families, colleagues, and communities to enhance student learning IA8.E**