Catalog Description: This course examines teacher learning within professional development, the essential elements of high quality professional development, how to measure the impact of professional development, and how professional development is played out in district and state contexts.

Student Learning Objectives:

In this course, students will gain an understanding of the following questions associated with teacher learning and professional development.

1. How is teacher learning essential to student learning and educational improvement?
2. What is high quality professional development?
3. How have learning communities been used to enhance teacher learning?
4. What is the impact of high quality professional development on teacher learning?
5. How is professional development being implemented in Texas? How effective are these professional development experiences?

Course Topics Overview with Readings

Module 1: Foundations of Professional Development and Self Reflection

Module 2: What is High Quality Professional Development? What does it look like?
http://www.learningforward.org/standards

Module 3: Defining High Quality Professional Development

Module 4: Professional Learning Communities

Module 5: Conceptualizing Professional Development: Complexity Theory

Module 6: Measurement Challenges in Professional Development

Module 7: Job-embedded Professional Development and Teacher Evaluation

Module 8: Status of Professional Development in the US and Abroad

Module 9: Resistance to Professional Development

Course Requirements

- Zoom Session (5%)
- Educator Biography (5%)
- Topic Paper (30%)
- Synthesis and Translation Journaling (20%)
- Professional Goal Project (20%)
- Reading and participation (20%)

Additional information about each assignment will be presented within our course.

Grading Scale

A = 90 – 100
B = 80 – 89.9
C = 70 – 79.9
D = 60 – 69.9
F – below 59.9

COURSE POLICIES:

Participation - I view participation as being critical to the success of any course. I also view graduate students as adults who are entitled to make choices regarding their actions. I expect students to complete all assignments, whether graded or not, and to participate in all group discussion sessions. Please note that course participation carries a substantial point value and will be used in assignment of course grades.
NOTE: We will always reserve Sunday-Wednesday as our time to read the materials for the week. We will begin our conversations and discussions about the content from Thursday - Saturday. We will engage in the use of protocols to advance our conversations in a safe and supportive environment. Please plan accordingly.

Out of Class Written Assignments - Specific requirements and guidelines for the research proposal will be distributed separately. In all cases, written assignments are expected to represent graduate quality work and to meet the following minimal criteria:
   1. On Time
   2. Word-processed, double-spaced
   3. Free of typographical errors
   4. Content worthy of a graduate student

Code of Conduct - I expect students in this course to conduct themselves as university students of graduate standing. I expect students to participate in class activities. I expect students to meet assigned deadlines. I expect students to behave in an academically honest manner. I reserve the right to penalize students who violate class policies.

PARTICIPATION EXPECTATIONS:

You will document your participation in various ways in this course.

1. You have the opportunity to participate in a Zoom session with me at the beginning of the semester. This allows us to make a connection, discuss our expectations for the course, and more. I look forward to meeting with you.
2. You will engage in our online discussions of the readings for each module. We will spend the first part of each week reading the materials. Then on Thursday through Saturday we will engage in discussion activities. It will be important for you to have your readings done by Thursday and participate as early as possible. (I also want you to have the opportunity to do some fun life stuff over the weekends.)
3. At various points in the semester, I will ask that you journal about your understanding of the readings, what connections you are making, etc. The procedure for this will be discussed within the course.
4. Presentations: During the week of finals, we will come together to share our Professional Goals Project. Again, the logistics associated with this presentation of your project will be shared within the course.

WRITTEN ASSIGNMENTS:

- All written assignments are to be completed in Microsoft Word and submitted in a timely manner. Deadlines are listed in the Course Schedule within Blackboard.
- Please note that all written assignments must be submitted by midnight Central Standard Time on the due date.
- Prepare your assignment using Microsoft Word. Name your assignment with YOUR NAME and the assignment (i.e. SwainC_Educator Biography.docx)
- All written assignments should be submitted through the assignment link available in Blackboard. If your web connection is down for some reason, please contact me by phone to make arrangements to get the assignment submitted within the posted time constraints
- Plagiarism is a serious academic offense. Please avoid the consequences of academic dishonesty by citing all sources that you use in your work.
- Late assignments will receive point reductions.

When written assignments are received, I will open them in Microsoft Word for grading using the Track Changes and Comments feature. This will enable me to make comments, ask questions, etc. I will then return your assignment via email attachment.
Email:
To communicate by email within the course with other participants or all participants, click the Communications link on the left side of the Blackboard frame. Click Send E-mail to send a message. You are able to send messages to All Users or Select Users in the course, including the instructor.

My email address is cswain@uttyler.edu. Please note that this is not a Patriots email address.

I will make every effort to respond quickly to your emails. Communicating with you is a priority but I also want you to have realistic expectations in terms of a timely response. *If it is a weekday and you haven’t heard from me within 24 hours, I did not get your email and please send it again. If it is a weekend, please give me 36 hours to respond. Everyone deserves to have a little down time on the weekend.* Know that when you have tasks due, I will be checking email frequently though. ☺ Also, my priority is communicating with you, so if there are problems, let me know and we will work to solve them together.

Digital Library Resources:
Students enrolled in this course have online access to the UT Tyler Robert R. Muntz Library (http://library.uttyler.edu). Follow the link to the Library, and then complete the instructions at those sites for accessing information from a distant site. Many of the database subscriptions funded by student fees give you access to full text journals that you will need for your review of the literature in each course. If a particular journal is not available, the library staff will procure the article for you using the Iliad feature. Please take the time to update your account and get familiar with the resources available. They are awesome.

TECHNICAL INFORMATION:

Technical Support
If you experience technical problems or have a technical question about this course, you can obtain assistance by emailing itsupport@patriots.uttyler.edu.

When you email IT Support, be sure to include a complete description of your question or problem including:

- The title and number of the course
- The page in question
- If you get an error message, a description and message number
- What you were doing at the time you got the error message

Plug-ins and Helper Applications

**NOTE: Please use FireFox, Chrome, or Safari as your browser. Blackboard and Internet Explore do not necessarily work and play well together.**

UT Tyler online courses use Java, JavaScript, browser plug-ins, helper application and cookies. It is essential that you have these elements installed and enabled in your web browser for optimal viewing of the content and functions of your online course.

- **Adobe Reader** allows you to view, save, and print Portable Document Format (PDF) files.
- **Java Runtime Environment** (JRE) allows you to use interactive tools on the web.
- **Adobe Flash Player** allows you to view content created with Flash such as interactive web applications and animations.
- **QuickTime** allows users to play back audio and video files.
- **Windows Media Player** allows you to view, listen and download streaming video and audio.
- **RealPlayer** allows you to view and listen to streaming video and audio.

**NETIQUETTE GUIDE:**
"Netiquette" is network etiquette, the do's and don'ts of online communication. Netiquette covers both common courtesy online and informal "rules of the road" of cyberspace. Review and familiarize yourself with the guidelines provided. URL: [http://www.learnthenet.com/learn-about/netiquette/index.php](http://www.learnthenet.com/learn-about/netiquette/index.php)

**Students Rights and Responsibilities**
To know and understand the policies that affect your rights and responsibilities as a student at UT Tyler, please follow this link: http://www2.uttyler.edu/wellness/rightsresponsibilities.php

**Grade Replacement/Forgiveness and Census Date Policies**
Students repeating a course for grade forgiveness (grade replacement) must file a Grade Replacement Contract with the Enrollment Services Center (ADM 230) on or before the Census Date of the semester in which the course will be repeated. (For fall 2014, the Census Date is September 8th.) Grade Replacement Contracts are available in the Enrollment Services Center or at http://www.uttyler.edu/registrar. Each semester’s Census Date can be found on the Contract itself, on the Academic Calendar, or in the information pamphlets published each semester by the Office of the Registrar.

Failure to file a Grade Replacement Contract will result in both the original and repeated grade being used to calculate your overall grade point average. Undergraduates are eligible to exercise grade replacement for only three course repeats during their career at UT Tyler; graduates are eligible for two grade replacements. Full policy details are printed on each Grade Replacement Contract.

The Census Date (Sept. 8th) is the deadline for many forms and enrollment actions of which students need to be aware. These include:
- Submitting Grade Replacement Contracts, Transient Forms, requests to withhold directory information, approvals for taking courses as Audit, Pass/Fail or Credit/No Credit.
- Receiving 100% refunds for partial withdrawals. (There is no refund for these after the Census Date)
- Schedule adjustments (section changes, adding a new class, dropping without a “W” grade)
- Being reinstated or re-enrolled in classes after being dropped for non-payment
- Completing the process for tuition exemptions or waivers through Financial Aid

**State-Mandated Course Drop Policy**
Texas law prohibits a student who began college for the first time in Fall 2007 or thereafter from dropping more than six courses during their entire undergraduate career. This includes courses dropped at another 2-year or 4-year Texas public college or university. For purposes of this rule, a dropped course is any course that is dropped after the census date (See Academic Calendar for the specific date).

Exceptions to the 6-drop rule may be found in the catalog. Petitions for exemptions must be submitted to the Enrollment Services Center and must be accompanied by documentation of the extenuating circumstance. Please contact the Enrollment Services Center if you have any questions.

**Disability Services**
In accordance with Section 504 of the Rehabilitation Act, Americans with Disabilities Act (ADA) and the ADA Amendments Act (ADAAA) the University offers accommodations to students with learning, physical and/or psychiatric disabilities. If you have a disability, including non-visible disabilities such as chronic diseases, learning disabilities, head injury, PTSD or ADHD, or you have a history of modifications or accommodations in a previous educational environment you are encouraged to contact the Student Accessibility and Resources office and schedule an interview with the Accessibility Case Manager/ADA Coordinator, Cynthia Lowery Staples. If you are unsure if the above criteria applies to you, but have questions or concerns please contact the SAR office. For more information or to set up an appointment please visit the SAR office located in the University Center, Room 3150 or call 903.566.7079. You may also send an email to cstaples@uttyler.edu

**Student Absence due to Religious Observance**
Students who anticipate being absent from class due to a religious observance are requested to inform the instructor of such absences by the second class meeting of the semester.

**Student Absence for University-Sponsored Events and Activities**
If you intend to be absent for a university-sponsored event or activity, you (or the event sponsor) must notify the instructor at least two weeks prior to the date of the planned absence. At that time the instructor will set a date and time when make-up assignments will be completed.

**Social Security and FERPA Statement:**
It is the policy of The University of Texas at Tyler to protect the confidential nature of social security numbers. The University has changed its computer programming so that all students have an identification number. The electronic transmission of grades (e.g., via e-mail) risks violation of the Family Educational Rights and Privacy Act; grades will not be transmitted electronically.

**Emergency Exits and Evacuation:**
Everyone is required to exit the building when a fire alarm goes off. Follow your instructor's directions regarding the appropriate exit. If you require assistance during an evacuation, inform your instructor in the first week of class. Do not re-enter the building unless given permission by University Police, Fire department, or Fire Prevention Services.

**Student Standards of Academic Conduct:** Disciplinary proceedings may be initiated against any student who engages in scholastic dishonesty, including, but not limited to, cheating, plagiarism, collusion, the submission for credit of any work or materials that are attributable in whole or in part to another person, taking an examination for another person, any act designed to give unfair advantage to a student or the attempt to commit such acts.

(i) “Cheating” includes, but is not limited to:
- copying from another student’s test paper;
- using, during a test, materials not authorized by the person giving the test;
- failure to comply with instructions given by the person administering the test;
- possession during a test of materials which are not authorized by the person giving the test, such as class notes or specifically designed “crib notes”. The presence of textbooks constitutes a violation if they have been specifically prohibited by the person administering the test;
- using, buying, stealing, transporting, or soliciting in whole or part the contents of an unadministered test, test key, homework solution, or computer program;
- collaborating with or seeking aid from another student during a test or other assignment without authority;
- discussing the contents of an examination with another student who will take the examination;
- divulging the contents of an examination, for the purpose of preserving questions for use by another, when the instructors has designated that the examination is not to be removed from the examination room or not to be returned or to be kept by the student;
- substituting for another person, or permitting another person to substitute for oneself to take a course, a test, or any course-related assignment;
- paying or offering money or other valuable thing to, or coercing another person to obtain an unadministered test, test key, homework solution, or computer program or information about an unadministered test, test key, home solution or computer program;
- falsifying research data, laboratory reports, and/or other academic work offered for credit;
- taking, keeping, misplacing, or damaging the property of The University of Texas at Tyler, or of another, if the student knows or reasonably should know that an unfair academic advantage would be gained by such conduct; and
- misrepresenting facts, including providing false grades or resumes, for the purpose of obtaining an academic or financial benefit or injuring another student academically or financially.

(ii) “Plagiarism” includes, but is not limited to, the appropriation, buying, receiving as a gift, or obtaining by any means another’s work and the submission of it as one’s own academic work offered for credit.

(iii) “Collusion” includes, but is not limited to, the unauthorized collaboration with another person in preparing academic assignments offered for credit or collaboration with another person to commit a violation of any section of the rules on scholastic dishonesty.

(iv) All written work that is submitted will be subject to review by SafeAssign™, available on Blackboard.

**COLLEGE OF EDUCATION AND PSYCHOLOGY (CEP) VISION AND MISSION**

**Vision:** The College of Education and Psychology is nationally recognized and respected for its academic programs and opportunities. It is a center of academic excellence, scholarly inquiry, and public service. The College prepares leaders to meet the critical challenges of the 21st Century through productive contributions to local and global communities and toward individual and cultural equity.

**Mission:** The mission of the College of Education and Psychology is to provide a positive environment that fosters the acquisition of knowledge and skills. The mission is individually and collectively realized through a
community of scholars that contributes to knowledge through scholarly inquiry; organizes knowledge for application, understanding and communication; and provides leadership and service. We affirm and promote global perspectives that value individual and cultural diversity to enhance learning, service, and scholarship.

Code of Ethics and Standard Practices for Texas Educators
Texas Administrative Code

TITLE 19  EDUCATION
PART 7  STATE BOARD FOR EDUCATOR CERTIFICATION
CHAPTER 247  EDUCATORS’ CODE OF ETHICS
RULE §247.2  Purpose and Scope; Definitions

(b) Enforceable Standards.

(1) Professional Ethical Conduct, Practices and Performance.

(A) Standard 1.1. The educator shall not intentionally, knowingly, or recklessly engage in deceptive practices regarding official policies of the school district, educational institution, educator preparation program, the Texas Education Agency, or the State Board for Educator Certification (SBEC) and its certification process.

(B) Standard 1.2. The educator shall not knowingly misappropriate, divert, or use monies, personnel, property, or equipment committed to his or her charge for personal gain or advantage.

(C) Standard 1.3. The educator shall not submit fraudulent requests for reimbursement, expenses, or pay.

(D) Standard 1.4. The educator shall not use institutional or professional privileges for personal or partisan advantage.

(E) Standard 1.5. The educator shall neither accept nor offer gratuities, gifts, or favors that impair professional judgment or to obtain special advantage. This standard shall not restrict the acceptance of gifts or tokens offered and accepted openly from students, parents of students, or other persons or organizations in recognition or appreciation of service.

(F) Standard 1.6. The educator shall not falsify records, or direct or coerce others to do so.

(G) Standard 1.7. The educator shall comply with state regulations, written local school board policies, and other state and federal laws.

(H) Standard 1.8. The educator shall apply for, accept, offer, or assign a position or a responsibility on the basis of professional qualifications.

(I) Standard 1.9. The educator shall not make threats of violence against school district employees, school board members, students, or parents of students.

(J) Standard 1.10. The educator shall be of good moral character and be worthy to instruct or supervise the youth of this state.

(K) Standard 1.11. The educator shall not intentionally or knowingly misrepresent his or her employment history, criminal history, and/or disciplinary record when applying for subsequent employment.

(L) Standard 1.12. The educator shall refrain from the illegal use or distribution of controlled substances and/or abuse of prescription drugs and toxic inhalants.

(M) Standard 1.13. The educator shall not consume alcoholic beverages on school property or during school activities when students are present.

(2) Ethical Conduct Toward Professional Colleagues.

(A) Standard 2.1. The educator shall not reveal confidential health or personnel information concerning colleagues unless disclosure serves lawful professional purposes or is required by law.

(B) Standard 2.2. The educator shall not harm others by knowingly making false statements about a colleague or the school system.

(C) Standard 2.3. The educator shall adhere to written local school board policies and state and federal laws regarding the hiring, evaluation, and dismissal of personnel.

(D) Standard 2.4. The educator shall not interfere with a colleague’s exercise of political, professional, or citizenship rights and responsibilities.
(E) **Standard 2.5.** The educator shall not discriminate against or coerce a colleague on the basis of race, color, religion, national origin, age, gender, disability, family status, or sexual orientation.

(F) **Standard 2.6.** The educator shall not use coercive means or promise of special treatment in order to influence professional decisions or colleagues.

(G) **Standard 2.7.** The educator shall not retaliate against any individual who has filed a complaint with the SBEC or who provides information for a disciplinary investigation or proceeding under this chapter.

(3) **Ethical Conduct Toward Students.**

   (A) **Standard 3.1.** The educator shall not reveal confidential information concerning students unless disclosure serves lawful professional purposes or is required by law.

   (B) **Standard 3.2.** The educator shall not intentionally, knowingly, or recklessly treat a student or minor in a manner that adversely affects or endangers the learning, physical health, mental health, or safety of the student or minor.

   (C) **Standard 3.3.** The educator shall not intentionally, knowingly, or recklessly misrepresent facts regarding a student.

   (D) **Standard 3.4.** The educator shall not exclude a student from participation in a program, deny benefits to a student, or grant an advantage to a student on the basis of race, color, gender, disability, national origin, religion, family status, or sexual orientation.

   (E) **Standard 3.5.** The educator shall not intentionally, knowingly, or recklessly engage in physical mistreatment, neglect, or abuse of a student or minor.

   (F) **Standard 3.6.** The educator shall not solicit or engage in sexual conduct or a romantic relationship with a student or minor.

   (G) **Standard 3.7.** The educator shall not furnish alcohol or illegal/unauthorized drugs to any person under 21 years of age unless the educator is a parent or guardian of that child or knowingly allow any person under 21 years of age unless the educator is a parent or guardian of that child to consume alcohol or illegal/unauthorized drugs in the presence of the educator.

   (H) **Standard 3.8.** The educator shall maintain appropriate professional educator-student relationships and boundaries based on a reasonably prudent educator standard.

   (I) **Standard 3.9.** The educator shall refrain from inappropriate communication with a student or minor, including, but not limited to, electronic communication such as cell phone, text messaging, email, instant messaging, blogging, or other social network communication. Factors that may be considered in assessing whether the communication is inappropriate include, but are not limited to:

   (i) the nature, purpose, timing, and amount of the communication;

   (ii) the subject matter of the communication;

   (iii) whether the communication was made openly or the educator attempted to conceal the communication;

   (iv) whether the communication could be reasonably interpreted as soliciting sexual contact or a romantic relationship;

   (v) whether the communication was sexually explicit; and

   (vi) whether the communication involved discussion(s) of the physical or sexual attractiveness or the sexual history, activities, preferences, or fantasies of either the educator or the student

**Source Note:** The provisions of this §247.2 adopted to be effective March 1, 1998, 23 TexReg 1022; amended to be effective August 22, 2002, 27 TexReg 7530; amended to be effective December 26, 2010, 35 TexReg 11242
§149.1001. Teacher Standards

(a) Purpose: The standards identified in this section shall be used to align with the training, appraisal, and professional development of teachers.

(b) Standards

1) Standard 1: Instructional Planning and Delivery. Teachers demonstrate their understanding of instructional planning and delivery by providing standards-based, data-drive, differentiated instruction that engages students, makes appropriate use of technology, and makes learning relevant for today's learners.
   a. Teachers design clear, well-organized, sequential lessons that build on students' prior knowledge.
      i. Teachers develop lesson plans that build coherently toward objectives based on course content, curriculum scope and sequence, and expected student outcomes.
      ii. Teachers effectively communicate goals, expectations, and objectives to help all students reach high levels of achievement
      iii. Teachers connect students' prior understanding and real-world experiences to new content and contexts, maximizing learning opportunities.
   b. Teachers design developmentally appropriate, standards-driven lessons that reflect evidence-based best practices.
      i. Teachers plan instruction that is developmentally appropriate, is standards driven, and motivates students to learn.
      ii. Teachers use a range of instructional strategies, appropriate to the content area, to make subject matter accessible to all students.
      iii. Teachers use and adapt resources, technologies, and standards-aligned instructional materials to promote student success in meeting learning goals.
   c. Teachers design lessons to meet the needs of diverse learners, adapting methods when appropriate.
      i. Teachers differentiate instruction, aligning methods and techniques to diverse student needs.
      ii. Teachers plan student groupings, including pairing and the individualized and small-group instruction, to facilitate student learning.
      iii. Teachers integrate the use of oral, written, graphic, kinesthetic, and/or tactile methods to teach key concepts.
   d. Teachers communicate clearly and accurately and engage students in a manner that encourages students' persistence and best efforts.
      i. Teachers ensure that the learning environment features a high degree of student engagement by facilitating discussion and student-centered activities as well as leading direct instruction.
      ii. Teachers validate each student's comments and questions, utilizing them to advance learning for all students.
      iii. Teachers encourage all students to overcome obstacles and remain persistent in the face of challenges, providing them with support in achieving their goals.
   e. Teachers promote complex, higher-order thinking, leading class discussions and activities that provide opportunities for deeper learning.
i. Teachers set high expectations and create challenging learning experiences for students, encourage them to apply disciplinary and cross-disciplinary knowledge to real-world problems.

ii. Teachers provide opportunities for students to engage in individual and collaborative critical thinking and problem solving.

iii. Teachers incorporate technology that allows students to interact with the curriculum in more significant and effective ways, helping them reach mastery.

f. Teachers consistently check for understanding, give immediate feedback, and make lesson adjustments as necessary.

   i. Teachers monitor and assess student progress to ensure that their lessons meet students’ needs.

   ii. Teachers provide immediate feedback to students in order to reinforce their learning and ensure that they understand key concepts.

   iii. Teachers adjust content delivery in response to student progress through the use of developmentally appropriate strategies that maximize student engagement.

2) Standard 2: Knowledge of Students and Student Learning. Teachers work to ensure high levels of learning, social-emotional development, and achievement outcomes for all students, taking into consideration each student’s educational and developmental backgrounds and focusing on each student’s needs.

   a. Teachers demonstrate the belief that all students have the potential to achieve at high levels and support all learners in their pursuit of academic and social-emotional success.

      i. Teachers purposefully utilize learners’ individual strengths as a basis for academic and social-emotional growth.

      ii. Teachers create a community of learners in an inclusive environment that views differences in learning and background as educational assets.

      iii. Teachers accept responsibility for the growth of all of their students, persisting in their efforts to ensure high levels of growth on the part of each learner.

   b. Teachers acquire, analyze, and use background information (familial, cultural, educational, linguistic, and developmental characteristics) to engage students in learning.

      i. Teachers connect learning, content, and expectations to students’ prior knowledge, life experiences, and interests in meaningful contexts.

      ii. Teachers understand the unique qualities of students with exceptional needs, including disabilities and giftedness, and know how to effectively address these needs through instructional strategies and resources.

      iii. Teachers understand the role of language and culture in learning and know how to modify their practices to support language acquisition so that language is comprehensive and instruction is fully accessible.

   c. Teachers facilitate each student’s learning by employing evidence-based practices and concepts related to learning and social-emotional development.

      i. Teachers understand how learning occurs and how learners develop, construct meaning, and acquire knowledge and skills.

      ii. Teachers identify readiness for learning and understand how development in one area may affect students’ performance in other areas.

      iii. Teachers apply evidence-based strategies to address individual student learning needs and differences, adjust their instruction, and support the learning needs of each student.

3) Standard 3: Content Knowledge and Expertise. Teachers exhibit a comprehensive understanding of their content, discipline, and related pedagogy as demonstrated through the quality of the
design and execution of lesson plans and their ability to match objectives and activities to relevant state standards.

a. Teachers understand the major concepts, key themes, multiple perspectives, assumptions, processes of inquiry, structure, and real-world applications of their grade-level and subject-area content.
   i. Teachers understand how their content vertically and horizontally aligns with the grade-level/subject-area continuum, leading to an integrated curriculum across grade levels and content areas.
   ii. Teachers identify gaps in students' knowledge of subject matter and communicate with their leaders and colleagues to ensure that these gaps are adequately addressed across grade levels and subject areas.
   iii. Teachers keep current across developments, new content, new approaches, and changing methods of instructional delivery within their discipline.

b. Teachers design and execute quality lessons that are consistent with the concepts of their specific discipline, are aligned to state standards, and demonstrate their content expertise.
   i. Teachers organize curriculum to facilitate student understanding of the subject matter.
   ii. Teachers understand, actively participate, and adapt instruction to address common misunderstandings and preconceptions.
   iii. Teachers promote literacy and the academic language within the discipline and make discipline-specific language accessible to all learners.

c. Teachers demonstrate content-specific pedagogy that meets the needs of diverse learners, utilizing engaging instructional materials to connect prior content knowledge to new learning.
   i. Teachers teach both the key content knowledge and the key discipline skills of the discipline.
   ii. Teachers make appropriate and authentic connections across disciplines, subjects, and students' real-world experiences.

4) Standard 4: Learning Environment. Teachers interact with students in respectful ways at all times, maintaining a physically and emotionally safe, supportive learning environment that is characterized by efficient and effective routines, clear expectations for student behavior, and organization that maximizes student learning.

a. Teachers create a mutually respectful, collaborative, and safe community of learners by using knowledge of students' development and backgrounds.
   i. Teachers embrace students' backgrounds and experiences as an asset in their learning environment.
   ii. Teachers maintain and facilitate respectful, supportive, positive, and productive interactions with and among students.
   iii. Teachers establish and sustain learning environments that are developmentally appropriate and respond to students' needs, strengths, and personal experiences.

b. Teachers organize their classrooms in a safe and accessible manner that maximizes learning.
   i. Teachers arrange the physical environment to maximize student learning and to ensure that all students have access to resources.
   ii. Teachers create a physical classroom set-up that is flexible and accommodates the different learning needs of students.

c. Teachers establish and communicate consistent routines for effective classroom management, including clear expectations for student behavior.
i. Teachers implement behavior management systems to maintain an environment where all students can learn effectively.

ii. Teachers maintain a strong culture of individual and group accountability for class expectations.

iii. Teachers cultivate student ownership in developing classroom culture and norms.

d. Teachers lead and maintain classrooms where students are actively engaged in learning as indicated by their level of motivation and on-task behavior.
   i. Teachers maintain a culture that is based on high expectations for student performance and encourages students to be self-motivated, taking responsibility for their own learning.
   ii. Teachers maximize instructional time, including managing transitions.
   iii. Teachers manage and facilitate groupings in order to maximize student collaboration, participation, and achievement.
   iv. Teachers communicate regularly, clearly, and appropriately with parents and families about student progress, providing detailed and constructive feedback and partnering with families in furthering their students’ achievement goals.

5) Standard 5: Data-Driven Practice. Teachers use formal and informal methods to assess student growth aligned to instructional goals and course objectives and regularly review and analyze multiple sources of data to measure student progress and adjust instructional strategies and content delivery as needed.

a. Teachers implement both formal and informal methods of measuring student progress.
   i. Teachers gauge student progress and ensure student mastery of content knowledge and skills by providing assessments aligned to instructional objectives and outcomes that are accurate measures of student learning.
   ii. Teachers vary methods of assessing learning to accommodate students’ learning needs, linguistic differences, and/or varying levels of background knowledge.

b. Teachers set individual and group learning goals for students by using preliminary data and communicate these goals with students and families to ensure mutual understanding of expectations.
   i. Teachers develop lesson plans and set academic as well as social-emotional goals for each student in response to previous outcomes form formal and informal assessments.
   ii. Teachers involve all students in self-assessment, goal setting, and monitoring progress.
   iii. Teachers communicate with students and families regularly about the importance of collecting data and monitoring progress of student outcomes, sharing timely and comprehensive feedback so they understand students’ goals and progress.

c. Teachers regularly collect, review, and analyze data to monitor student progress.
   i. Teachers analyze and review data in a timely, thorough, accurate, and appropriate manner, both individually and with colleagues, to monitor student learning.
   ii. Teachers combine results from different measures to develop a holistic picture of students’ strength and learning needs.

d. Teachers utilize the data they collect and analyze to inform their instructional strategies and adjust short- and long-term plans accordingly.
   i. Teachers design instruction, change strategies, and differentiate their learning practices to improve student learning based on assessment outcomes.
ii. Teachers regularly compare their curriculum scope and sequence with student data to ensure they are on track and make adjustments as needed.

6) Standard 6: Professional Practices and Responsibilities. Teachers consistently hold themselves to a high standard for individual development, pursue leadership opportunities, collaborate with other educational professionals, communicate regularly with stakeholders, maintain professional relationships, comply with all campus and school district policies, and conduct themselves ethically and with integrity.
   a. Teachers reflect on their teaching practice to improve their instructional effectiveness and engage in continuous professional learning to gain knowledge and skills and refine professional judgment.
      i. Teachers reflect on their strengths and professional learning needs, using this information to develop action plans for improvement.
      ii. Teachers establish and strive to achieve professional goals to strengthen their instructional effectiveness and better meet students’ needs.
      iii. Teachers engage in relevant, targeted professional learning opportunities that align with their professional growth goals and their students’ academic and social-emotional needs.
   b. Teachers collaborate with their colleagues, are self-aware in their interpersonal interactions, and are open to constructive feedback from peers and administrators.
      i. Teachers seek out feedback from supervisors, coaches, and peers and take advantage of opportunities for job-embedded professional development.
      ii. Teachers actively participate in professional learning communities organized to improve instructional practices and student learning.
   c. Teachers seek out opportunities to lead students, other educators, and community members within and beyond their classrooms.
      i. Teachers clearly communicate the mission, vision, and goals of the school to students, colleagues, parents and families, and other community members.
      ii. Teachers seek to lead other adults on campus through professional learning communities, grade- or subject-level team leadership, committee membership, or other opportunities.
   d. Teachers model ethical and respectful behavior and demonstrate integrity in all situations.
      i. Teachers adhere to the educators’ code of ethics in §247.2 of this title (relating to Code of Ethics and Standard Practices for Texas Educators), including following policies and procedures at their specific school placement(s).
      ii. Teachers communicate consistently, clearly, and respectfully with all members of the campus community, including students, parents and families, colleagues, administrators, and staff.
      iii. Teachers serve as advocates for their students, focusing attention on students’ needs and concerns and maintaining thorough and accurate student records.