SUBJECT: STANDARD OF TEACHING QUALITY AND ACCOUNTABILITY

1. **Organized Instructional Delivery:** The teacher must demonstrate that the delivery of instruction results in active student involvement, appropriate teacher/student interaction and meaningful lesson plans resulting in student learning.

2. **Content Knowledge:** The teacher must demonstrate a thorough knowledge of the subject matter area and curriculum in the grade or course the teacher is responsible for teaching as well as comply with and align curriculum with NYS Standards. (As well as appropriate professional organizations).

3. **Preparation:** The teacher must demonstrate appropriate preparation employing the necessary pedagogical practices to support instruction resulting in student learning.

4. **Classroom Management:** The teacher must demonstrate classroom management skills supportive of diverse student learning needs that create an environment conducive to student learning. A teacher must maintain classroom order so that disorderly, disrespectful or dangerous conduct by students does not impede either the teacher's ability to teach or their fellow students' ability to learn.

5. **Student Development:** The teacher must demonstrate knowledge of student development, an understanding and appreciation of diversity and the regular application of developmentally appropriate instructional strategies for the benefit of all students.

6. **Student Assessment:** The teacher must demonstrate that he or she implements a variety of assessment tools based on appropriate learning standards designed to measure students' progress in learning and provide feedback to students in timely and meaningful terms.

7. **Collaboration:** The teacher must demonstrate that he or she develops effective collaborative relationships with students, parents or caregivers, teachers, administrators and other school professionals and appropriate support personnel to meet the learning needs of students.

8. **Reflective and Responsive Practice:** The teacher must demonstrate that the teacher reviews his or her professional practices and that the teacher effectively assesses and appropriately adjusts such practices on a continuing basis to meet the learning needs of students.

9. **Attendance:** The teacher must regularly attend work and avoid unnecessary, unexcused and excessive absences.

10. **Professional Character:** The teacher must behave professionally and personally in a manner that is a credit to the profession of teaching and is worthy of the trust and respect of students, parents or caregivers and the public. The teacher must not, in school or out of school, abuse or endanger students or other children, intentionally harm or threaten harm against others, denigrate the human dignity of others, act dishonestly, violate the law or otherwise behave in a manner that discredits the teacher as a role model for students or as trustee of their welfare.

11. **Communication:** The teacher will implement effective strategies to convey ideas, learning and questions to students. The teacher will demonstrate professionalism in written and spoken language as well as establish and maintain open and prompt correspondence with parents, students and other professionals in various formats that may include the telephone, email or other written formats.

12. **Technologies:** The teacher will use various forms of technology in both their teaching and student assignments to effectively lead all of their students into the 21st Century.

The Board of Education expects and requires a probationary teacher to demonstrate to the board's satisfaction that the probationary teacher, if tenured, be able to consistently and reliably adhere to the district's standards of teaching quality throughout the remainder of the teacher's career. The Board of Education will grant tenure only to a teacher who has excellent instructional skills, who has demonstrated an exemplary work ethic, who has demonstrated a trend of continuing improvement, who is highly regarded by students, parents, teachers and administrators and whom the board expects to be a contributor and a pleasure to work with for the remainder of the teacher's career. The Board of Education will grant tenure only if all of these factors are amply documented in the teacher's observation reports and annual evaluations and the superintendent recommends the teacher for tenure without reservation.

The Board of Education expects and requires a tenured teacher to consistently and reliably adhere to the district's standards of teaching quality. A tenured teacher who fails to conduct himself or herself according to the district's standards has violated the terms of his or her tenure appointment and will be counseled, warned, disciplined or removed, depending upon the nature of the deficiency or violation.

1/22/08 – 1st Reading
3/18/08 – 2nd Reading
4/1/08 – Resolution