**Appendix 8c**

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| **COMPONENT 4D** | **Danielson Possibilities**  **PROFICIENT** | **Edmonds Specific Possibilities**  **PROFICIENT** |
| **Relationships**  **With**  **Colleagues** | At the proficient level of performance, teaching practices may include the following types of activities:   * Teacher interacts with grade-level or department colleagues on a regular basis, discussing how to improve instruction for all students * Teacher shares newly acquired instructional strategies with colleagues on a regular basis * Teacher works with grade-level or department colleagues to identify areas of student need that they can address together * Teacher participates as a member of the school-based professional development team, creating opportunities for collaboration and job-embedded learning * Teacher regularly demonstrates a willingness to work collaboratively with colleagues to develop and implement new ideas * Teacher regularly examines the practices, policies, and procedure of the school to evaluate their effect of student learning * Teacher engages in analysis, reflection, discussion, and debate with the intent to improve instructional practice | * Common unit and lesson planning * Professional Learning Communities (PLCs) * Cross-grade level meetings (using Building time) * Job-alike meetings (specialists use Building time) * Collaborative time (District days) with grade level alike groups * Grade level MTI meetings * Leadership teams – Literacy, Technology, Math, Science, assembly team, committees (PTS, EEA) * District and school-based department meetings (MTI/PLT/PLC) embedded within contract day in a ***consistent*** way throughout entire District – time must be built into contract * Release time to observe each other * Critical friends * Book study groups * Student teacher/mentor * Transition meetings (PreK 🡪K; 6th 🡪MS) * Attend optional learning opportunities * Teacher involvement in professional organizations –attend workshops, read literature * Online forum (in-District or outside) sharing instructional strategies * Emphasis of meetings on:   + How to improve instruction   + Share strategies for formative assessment   + Discuss students of concern     - Works w/multi-departmental members     - Opportunities for management and leadership * Staff meetings:   + Include leadership opportunities for teachers   + Decision-making model (DRAFT 5) with staff input for committees * Participation in school events should align with student learning events, and not social events |
| **Involvement**  **In a Culture**  **of**  **Professional**  **Inquiry** | At the proficient level of performance, teaching practices may include the following types of activities:   * Teacher participates in a discussion group with colleagues about student test data to determine appropriate instructional strategies for struggling students * Teacher participates in school-based professional development and shares ideas to promote increased understanding among colleagues * Teacher conducts action research in the classroom to determine areas of student need * Teacher continually reviews education web sites and shares pertinent sites with colleagues * Teacher regularly collaborates with colleagues, which may include special area teachers, school specialists, content-area specialists, or special educators, to plan instruction that meets the needs of all learners * Teacher participates in a “circle of friends” or study group to examine student work. |
| **Participation in**  **School and**  **District Projects** | At the proficient level of performance, teaching practices may include the following types of activities:   * Teacher participates in school-based discussion groups to determine appropriate instructional strategies for students, based on assessment data * Teacher mentors teachers new to the school * Teacher attends training designed to share appropriate strategies for mentors * Teacher participates in a district-level initiative to develop a wellness policy * Teacher participates in a committee to develop a revised curriculum for new teacher training * Teacher is a member of school-based and district-wide committees |