**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
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| **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.
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| **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
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