

DOMAIN 4: PROFESSIONAL RESPONSIBILITIES

Component 4e: Showing Professionalism

ELEMENT	LEVEL OF PERFORMANCE			
	UNSATISFACTORY RELATIVE TO STANDARD	DEVELOPING RELATIVE TO STANDARD	PROFICIENT RELATIVE TO STANDARD	EXCEEDS STANDARD
Integrity and Ethical Conduct	Educator displays dishonesty in interactions with colleagues, students, and the public.	Educator is honest in interactions with colleagues, students, and the public.	Educator displays high standards of honesty, integrity, and confidentiality in interactions with colleagues, students, and the public.	Educator can be counted on to hold the highest standards of honesty, integrity, and confidentiality and takes a leadership role with colleagues.
Advocacy	Educator contributes to school practices that are negative toward students with disabilities.	Educator does not knowingly contribute to school practices that are negative toward students with disabilities.	Educator models advocacy for students by working within the context of a particular team or department to ensure that all students with disabilities receive a fair opportunity to succeed.	Educator models advocacy and instructs students in self-advocacy skills making a particular effort to challenge negative attitudes and helps ensure that all students with disabilities are honored in the school.
Decision Making	Educator makes decisions and recommendations based on self-serving interests.	Educator's decisions and recommendations are based on limited though genuinely professional considerations.	Educator maintains an open mind and participates in team or departmental decision-making.	Educator takes a leadership role in team or departmental decision-making and helps ensure that such decisions are based on the highest professional standards.
Compliance with School and District Regulations	Educator does not comply with school and district regulations.	Educator complies minimally with school and district regulations, doing just enough to get by.	Educator complies fully with school and district regulations.	Educator complies fully with school and district regulations, taking a leadership role with colleagues.

Indicators / Evidence / Artifacts:

- Teacher having a reputation as someone who can be trusted and often being sought as a sounding board

- Teacher frequently reminding participants during committee or planning work that students are the highest priority
- Teacher supporting students, even in the face of difficult situations or conflicting policies
- Teacher challenging existing practice in order to put students first
- Teacher consistently fulfilling school district mandates regarding policies and procedures