

Framework for Teaching Domain Levels of Performance

	Ineffective 1	Partially Effective 2	Effective 3	Highly Effective 4
Domain 1: Planning and Preparation	Teacher's plans reflect <i>little understanding</i> of the content, the students, and available resources. Instructional outcomes are <i>either lacking or inappropriate</i> ; assessment methodologies are <i>inadequate</i> .	Teacher's plans reflect <i>moderate understanding</i> of the content, the students, and available resources. <i>Some</i> instructional outcomes are <i>suitable</i> to the students as a group, and the approaches to assessment are <i>partially aligned</i> to the goals.	Teacher's plans reflect <i>solid understanding</i> of the content, the students, and available resources. Instructional outcomes represent <i>important learning suitable to most</i> students. <i>Most</i> elements of the instructional design, including the assessments, are <i>aligned</i> to the goals.	Teacher's plans, based on extensive content knowledge and understanding of students, are designed to <i>engage</i> students in <i>significant learning</i> . <i>All aspects</i> of the teacher's plans – instructional outcomes, learning activities, materials, resources, and assessments – are in <i>complete alignment</i> and are <i>adapted as needed</i> for individual students.
Domain 2: Classroom Environment	Classroom environment is characterized by <i>chaos and conflict</i> , with <i>low expectations</i> for learning, <i>no clear standards</i> of student conduct, <i>poor use</i> of physical space, and <i>negative interactions</i> between individuals.	Classroom environment functions <i>somewhat effectively</i> , with <i>modest expectations</i> for student learning and conduct, and classroom routines and use of space that <i>partially support</i> student learning. Students and the teacher <i>rarely treat</i> one another with <i>disrespect</i> .	Classroom environment functions <i>smoothly</i> , with <i>little or no loss</i> of instructional time. <i>Expectations</i> for student learning are <i>high</i> , and <i>interactions among individuals</i> are <i>respectful</i> . <i>Standards</i> for student conduct are <i>clear</i> , and the physical environment <i>supports learning</i> .	<i>Student themselves</i> make a <i>substantive contribution</i> to the <i>smooth functioning</i> of the classroom, with <i>highly positive</i> personal interactions, <i>high expectations</i> and student <i>pride in work</i> , <i>seamless</i> routines, <i>clear standards</i> of conduct, and a physical environment <i>conducive to high-level learning</i> .
Domain 3: Instruction	Instruction is characterized by <i>poor communication</i> , <i>low-level</i> questions, <i>little student engagement or participation</i> in discussion, <i>little or no use</i> of <i>assessment</i> in learning, and <i>rigid adherence</i> to an instructional plan despite evidence that it <i>should be revised or modified</i> .	<i>Only some</i> students are <i>engaged</i> in learning because of only <i>partially clear</i> communication, <i>uneven use</i> of discussion strategies, and <i>only some</i> suitable instructional activities and materials. The teacher displays <i>some use</i> of assessment in instruction and is <i>moderately flexible</i> in <i>adjusting</i> the instructional plan <i>and in response</i> to students' interests and their success in learning.	<i>All</i> students are <i>engaged</i> in learning as a result of <i>clear</i> communication and <i>successful use</i> of questioning and discussion techniques. Activities and assignments are of <i>high quality</i> , and teacher and students make <i>productive use</i> of assessment. The teacher demonstrates <i>flexibility</i> in <i>contributing to the success</i> of the lesson and of each student.	<i>All</i> students are <i>highly engaged</i> in learning and make material contributions to the success of the class <i>through their participation</i> in discussions, <i>active involvement</i> in learning activities, and <i>use of assessment information</i> in their learning. The teacher <i>persists in the search for approaches</i> to meet the needs of every student.
Domain 4: Professional Responsibilities	The teacher demonstrates <i>low ethical standards</i> and <i>levels of professionalism</i> , with <i>poor record keeping</i> systems and skills in <i>reflection</i> , <i>little or no communication</i> with families or colleagues, and <i>avoidance</i> of school and district responsibilities and participation in activities for professional growth.	The teacher demonstrates <i>moderate ethical standards</i> and <i>levels of professionalism</i> , with <i>rudimentary record-keeping</i> systems and skills in <i>reflection</i> , <i>modest communication</i> with families or colleagues, and <i>compliance with expectations</i> regarding participation in school and district projects and activities for professional growth.	The teacher demonstrates <i>high ethical standards</i> and a <i>genuine sense of professionalism</i> by engaging in <i>accurate reflection</i> on instruction, maintaining <i>accurate records</i> , <i>communicating frequently</i> with families, <i>actively participating</i> in school and district events, and engaging in activities for professional development.	The teacher's <i>ethical standards</i> and <i>sense of professionalism</i> are <i>highly developed</i> , showing <i>perceptive use of reflection</i> , <i>effective systems</i> for record keeping and communication with families, <i>leadership roles</i> in both school and district projects, and <i>extensive</i> professional development activities. <i>Where appropriate</i> , students contribute to the systems for record keeping and family communication.

Charlotte Danielson's FRAMEWORK FOR TEACHING

DOMAIN 1: Planning and Preparation

- 1a Demonstrating Knowledge of Content and Pedagogy
 - Content knowledge • Prerequisite relationships • Content pedagogy
- 1b Demonstrating Knowledge of Students
 - Child development • Learning process • Special needs
 - Student skills, knowledge, and proficiency
 - Interests and cultural heritage
- 1c Setting Instructional Outcomes
 - Value, sequence, and alignment • Clarity • Balance
 - Suitability for diverse learners
- 1d Demonstrating Knowledge of Resources
 - For classroom • To extend content knowledge • For students
- 1e Designing Coherent Instruction
 - Learning activities • Instructional materials and resources
 - Instructional groups • Lesson and unit structure
- 1f Designing Student Assessments
 - Congruence with outcomes • Criteria and standards
 - Formative assessments • Use for planning

DOMAIN 2: The Classroom Environment

- 2a Creating an Environment of Respect and Rapport
 - Teacher interaction with students • Student interaction with students
- 2b Establishing a Culture for Learning
 - Importance of content • Expectations for learning and achievement
 - Student pride in work
- 2c Managing Classroom Procedures
 - Instructional groups • Transitions
 - Materials and supplies • Non-instructional duties
 - Supervision of volunteers and paraprofessionals
- 2d Managing Student Behavior
 - Expectations • Monitoring behavior • Response to misbehavior
- 2e Organizing Physical Space
 - Safety and accessibility • Arrangement of furniture and resources

DOMAIN 4: Professional Responsibilities

- 4a Reflecting on Teaching
 - Accuracy • Use in future teaching
- 4b Maintaining Accurate Records
 - Student completion of assignments
 - Student progress in learning • Non-instructional records
- 4c Communicating with Families
 - About instructional program • About individual students
 - Engagement of families in instructional program
- 4d Participating in a Professional Community
 - Relationships with colleagues • Participation in school projects
 - Involvement in culture of professional inquiry • Service to school
- 4e Growing and Developing Professionally
 - Enhancement of content knowledge and pedagogical skill
 - Receptivity to feedback from colleagues • Service to the profession
- 4f Showing Professionalism
 - Integrity/ethical conduct • Service to students • Advocacy
 - Decision-making • Compliance with school/district regulations

DOMAIN 3: Instruction

- 3a Communicating With Students
 - Expectations for learning • Directions and procedures
 - Explanations of content • Use of oral and written language
- 3b Using Questioning and Discussion Techniques
 - Quality of questions • Discussion techniques • Student participation
- 3c Engaging Students in Learning
 - Activities and assignments • Student groups
 - Instructional materials and resources • Structure and pacing
- 3d Using Assessment in Instruction
 - Assessment criteria • Monitoring of student learning
 - Feedback to students • Student self-assessment and monitoring
- 3e Demonstrating Flexibility and Responsiveness
 - Lesson adjustment • Response to students • Persistence