Cluster 6: Professionalism

- Collaboration with colleagues for joint planning, and school/district and community initiatives (4d)
- Active engagement in workshops, courses, and activities to improve practice (1d, 4e)
- Integrity and honesty in dealing with colleagues and parents on behalf of students (4f)

Cluster 6 Considerations:

- How do teachers engage with the professional community (within the school and beyond) and demonstrate their commitment to ongoing professional learning?
- In what ways do teachers collaborate productively with one another?
- How can teachers be supported to contribute to the intellectual life of the school?
- What might be some ways the teacher engages in professional learning and takes a leadership role in the school to promote the welfare of students?
- How do teachers support a strong school culture and a climate of trust for staff, students, and families?

UNSATISFACTORY	BASIC	PROFICIENT	DISTINGUISHED
The teacher makes no attempt to continue with professional learning or engage with the professional community to advance the interests of students.	**The teacher makes sporadic or inconsistent attempts to continue with professional learning or engage with the professional community to advance the interests of students.**	**The teacher makes genuine attempts to continue with professional learning and to engage with the professional community to advance the interests of students.**	**The teacher demonstrates a deep commitment to continuing professional learning and engages regularly with the professional community to advance the interests of students.**
• The teacher's relationships with colleagues are characterized by negativity and lack of trust. • The teacher avoids involvement both in school activities and in district and community projects. • The teacher ignores or avoids opportunities to participate in activities for professional learning. • The teacher declines to participate in team and departmental decision making, except when required by superiors. • The teacher does not prioritize the needs of students and operates in a self-serving manner. • The teacher ignores school and district regulations.	• The teacher has cordial relationships with colleagues and is trusted by them. • When asked, the teacher participates in school activities as well as district and community projects. • The teacher participates in professional activities when they are required or provided by the district. • The teacher participates minimally in team and departmental decision making. • The teacher notices the needs of students but is inconsistent in addressing them. • The teacher minimally complies with school and district regulations.	• The teacher has supportive, collaborative, and trusting relationships with colleagues and is known for having high standards of integrity. • The teacher frequently volunteers to participate in school events and in school, district, and community projects. • The teacher seeks opportunities for continued professional development. • The teacher actively participates in team and departmental decision making. • The teacher actively addresses student needs and actively works to provide opportunities for student success. • The teacher completely complies with the letter, as well as the spirit, of school and district regulations.	• The teacher takes initiative and a leadership role in organizing collaborative projects. • The teacher regularly contributes to and leads significant district and community projects. • The teacher takes a leadership role in finding opportunities for continued professional development and in contributing to professional organizations. • The teacher takes a leadership role in team and departmental decision making and enjoys the trust of colleagues in terms of honesty, integrity, and confidentiality. • The teacher makes a concerted effort to ensure opportunities are available for all students to be successful, even when these efforts challenge school or district policies. • The teacher makes material suggestions for the improvement of school and district regulations.