

Profile of Student Teaching Performance:

Reference Guide

for Observing and Assessing Student Teachers

History and Social Sciences Grades 6-12 Licensure



*Education Department
Eastern Mennonite University
1200 Park Road
Harrisonburg, VA 22802-2462*

*Telephone: 540-432-4142
FAX: 540-432-4444
E-mail: education@emu.edu*

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BY

***MICHELLE CUDE, JAMES MADISON UNIVERSITY
ASHLEY TAYLOR JAFFEE, JAMES MADISON UNIVERSITY
JUSTIN KING, ROCKINGHAM COUNTY SCHOOLS
PAUL YODER, EASTERN MENNONITE UNIVERSITY***

Culturally Responsive Practice Indicator Questions Revised June 2024

**Cory Blanton, Rockingham County Public Schools
Sharon Blatz, James Madison University
Jennie Carr, Bridgewater College
Hilary Campbell, James Madison University
Alison Cornish, Waynesboro City Public Schools
Jennifer Hackley, Mary Baldwin University**

**Dara Hall, James Madison University
Jessica Lewellen, James Madison University
Ronald Shultz, Eastern Mennonite University
Susan Sites, James Madison University
Emily Stewart, James Madison University
2023-24 Clinical Faculty Refresher Workshop
Participants**



Dear Student Teacher, Cooperating Teacher, and University Consultant:

This document serves as a reference guide for student teachers, cooperating teachers, and university consultants involved in observing and assessing the performance of EMU student teachers. It should be used when completing the *Formative Observation of Student Teaching* form and the *Assessment of Student Teaching* form (both mid-block and final). It has been carefully coordinated and cross-referenced with the six program outcomes delineated in Eastern Mennonite University's conceptual framework. A summary of the framework is contained in the *Student Teaching Handbook*, and a copy of the cross-reference matrix is available upon request. The assessment and reference guide has also been developed using research-based guidelines by subject experts. It incorporates all 10 InTASC standards and all seven Virginia Teaching Performance Standards, as well as subject-specific standards and guidelines, and encourages a performance-based process for supporting the professional growth of pre-service teachers *over time*.

When using this reference guide for *observing* student teachers, the guidelines should typically be interpreted in terms of *discrete* instructional activities (the single lesson, project, or other activity being observed). Depending upon the activity being observed, it may not be appropriate to address all competencies on the observation form each time. Feedback should focus on narrative comments and suggestions to encourage reflection and assist the student teacher in his/her journey toward professional competence as a beginning teacher. *The anchors for each competency should be used only to help focus the nature of this feedback; student teaching performance should not be "rated" during an observation.*

When this reference guide is used for mid-block and final *performance assessment*, the guidelines should be interpreted more broadly in terms of instructional activities *over time*. Although narrative comments should still focus on providing feedback for continuing professional growth as a pre-service teacher, *anchors should also be used at this time to assign a rating for all competencies*. If a student teacher's performance cannot be fully described by an anchor level's indicator, then you should not choose that level. Narrative comments should always accompany any rating when needed to explain the rationale for the rating.

Please Note: The top score is Exceeds Expectations (EE) and is an appropriate rating for a competent in-service teacher. In unusual situations, a highly competent student might earn this rating. By drawing the continuum of behaviors into the realm of excellence, it allows candidates to see that their professional skills will and should continue to evolve as they journey into their careers.

This evaluation cannot be shared with anyone outside of the university without the written consent of the student teacher.

We hope that this process for assessing the performance of student teachers will be helpful to all participants – student teachers, cooperating teachers, and university consultants alike. As always, we welcome your comments and suggestions for further improving the preparation of Eastern Mennonite University's teachers.

Sincerely,
Ron Shultz, Coordinator of Field Placement
EMU Education Department

A. PROFESSIONAL KNOWLEDGE The student teacher...

DN = Does Not Meet Expectations, DE = Developing Towards Expectations, ME = Meets Expectations (TARGET), EE = Exceeds Expectations

✓	A1. DEMONSTRATES AN UNDERSTANDING OF APPROPRIATE CONTENT STANDARDS (SOL/PROFESSIONAL STANDARDS). InTASC 4n
DN	inaccurately and inconsistently references the appropriate content standards.
DE	references appropriate content standards in daily plans;
ME	AND... explicitly references and clearly aligns appropriate content standards with planned activities and assessments;
EE	AND... clearly demonstrates and explains the appropriate sequencing of the content standards.

Questions for Reflection:

1. Does the student teacher document the specific SOL/NCSS standard addressed for daily lessons?
2. How is this lesson related to a specific SOL?
3. Does the student teacher analyze state and national curriculum standards based on their knowledge of content and adolescent development? [suggested reflection question for EE rating]
4. Does the student teacher organize and sequence the SOL standards in a way that scaffolds upon prior knowledge and connect to a larger story or class theme?
5. How did the student teacher chunk SOL standards into lessons that make a unit around a broader theme?

✓	A2. DEMONSTRATES ESSENTIAL KNOWLEDGE AND SKILLS OF SUBJECT AREA. InTASC 4a, 4l, 7g
DN	inaccurately presents key subject matter ideas and skills.
DE	demonstrates accurate knowledge and skills of subject area;
ME	AND... uses representation and/or an explanation that captures key subject matter ideas and skills;
EE	AND... uses <u>multiple</u> representations and explanations that capture key subject matter ideas and skills.

Questions for Reflection:

Does the student teacher...

1. demonstrate knowledge of at least two NCSS themes (see "Addenda: NCSS Themes" for reference).
2. demonstrate a comprehensive depth and breadth of knowledge in two content areas that are broad and multidisciplinary and regularly demonstrate the ability to make interdisciplinary connections? [suggested reflection question for EE rating]

✓	A3. DEMONSTRATES THE LINK BETWEEN THE CONTENT AND STUDENTS' PAST AND FUTURE LEARNING EXPERIENCES AS WELL AS RELATED SUBJECT AREAS. InTASC 4d
DN	references content to NEITHER the students' past and future learning experiences NOR related subject areas.
DE	references content to EITHER the students' past and future learning experiences OR related subject areas.
ME	references content to BOTH the students' past and future learning experiences AND related subject areas;
EE	AND... references content to real world experiences and applications.

Questions for Reflection:

Regarding the Use of Content Examples –

1. Does the student teacher provide developmentally appropriate examples for the social studies content being taught?
 - a. Does the student teacher use the same examples when students need more clarity or create new examples for further clarification?
 - b. Are the examples appropriate for the age level and populations?

Regarding the Use of Students' Past and Future Learning Experiences –

2. Does the student teacher access and use students' prior knowledge?
3. Has an attempt been made to link content to other subject areas AND use real life examples?
4. Does the student teacher engage adolescents in activities related to their interpersonal, community, and societal responsibilities?
5. Does the student teacher consistently design curriculum and select materials that are integrative, challenging, and grounded in the ideas, interests, and experiences of all adolescents?

✓	A4. Culturally Responsive Practice: DEMONSTRATES AN UNDERSTANDING THAT DISCIPLINE CONTENT IS EVOLVING, APPRECIATES MULTIPLE PERSPECTIVES AND RECOGNIZES THE POTENTIAL FOR BIAS. InTASC 4b, 4o, 4p, 4q
DN	presents content without acknowledgement of alternative disciplinary perspectives.
DE	purposefully presents content that acknowledges alternative disciplinary perspectives;
ME	AND... identifies the potential of bias in their representation of the content of the discipline and seeks to address it;
EE	AND... facilitates learners' critical analyses of the multiple perspectives in the discipline.

Questions for Reflection:

Does the student teacher...

1. articulate their own potential bias?
2. identify potential bias when selecting content?
3. address bias in materials and methods in the areas of culture, religion, socio-economic status, etc.?
4. access current standards of learning and ensure alignment?
5. implement diversity in methods?
6. design activities that incorporate different perspectives?

B. ASSESSMENT OF AND FOR STUDENT LEARNING The student teacher...

DN = Does Not Meet Expectations, DE = Developing Towards Expectations, ME = Meets Expectations (**TARGET**), EE = Exceeds Expectations

✓	B1. SETS ACCEPTABLE, MEASURABLE, AND APPROPRIATE LEARNING OUTCOMES AND ACHIEVEMENT GOALS FOR STUDENT LEARNING. InTASC 6a, 6j, 6k
DN	sets unacceptable, immeasurable, or inappropriate learning outcomes and achievement goals for student learning.
DE	sets acceptable and appropriate learning outcomes and achievement goals for student learning;
ME	AND... sets measurable learning outcomes and achievement goals for student learning AND states these clearly on the lesson plan;
EE	AND... matches learning outcomes and achievement goals to classroom assessments.

Questions for Reflection:

Does the student teacher..

1. demonstrate designing appropriate learning outcomes that support social studies **content** mastery?
2. demonstrate designing appropriate learning outcomes that support social studies **skills** development?
3. articulate appropriate expectations based on students' abilities, skills, and efforts?

✓	B2. USES FORMAL AND INFORMAL ASSESSMENT OF LEARNING OUTCOMES. InTASC 6a, 6j, 6k
DN	uses inappropriate formal and informal assessments that are not linked to learning outcomes.
DE	uses appropriate formal and informal assessments that are linked to learning outcomes;
ME	AND... can articulate ways formal and informal assessments should impact future learning activities;
EE	AND... has strategies to provide students with effective, descriptive feedback to guide their progress.

Questions for Reflection:

Does the student teacher...

1. demonstrate a plan for implementing various assessments aligned with the learning outcomes for the lesson?
 - a. Is the plan for assessment sufficiently systematic to provide the teacher with useful information about the extent to which learning outcomes have been met?
 - b. Is the assessment plan appropriate to the students in the class?
 - c. How are linguistically diverse students and students with exceptionalities provided with opportunities to display their knowledge of social studies content? [suggested reflection question for EE rating]
2. plan for multiple types of assessment to support differentiation?

✓	B3. CHECKS FOR UNDERSTANDING TO ENHANCE STUDENT LEARNING. InTASC 6e, 6g, 7l
DN	makes few or no attempts to determine student comprehension AND gives students little or no feedback.
DE	monitors student comprehension of content AND provides students with limited feedback.
ME	uses a variety of assessment techniques to monitor comprehension of the content AND provides students with timely meaningful feedback.
EE	AND ...analyzes individual and group comprehension of the content AND gives all students substantive and specific feedback.

Questions for Reflection:

Does the student teacher...

1. check for understanding in diverse ways throughout the lesson?
2. involve individuals or groups in assessment?
3. recognize culturally specific ways of expressing understanding or confusion?
4. use a variety of means (verbal, nonverbal, written, etc.) and sources other than the teacher (other students, books, self-checking materials, etc.) to assess students' learning?
5. give frequent meaningful, substantive, and specific feedback for all students?

✓	B4. SYSTEMATICALLY GATHERS, ANALYZES, AND USES MULTIPLE DATA SOURCES BY STUDENT GROUPS AND INDIVIDUALS TO UNDERSTAND STUDENT LEARNING. InTASC 6e, 6g, 6h,6k, 6l, 6t, 6u
DN	unable to articulate effectiveness of teaching based on student learning data.
DE	able to articulate effectiveness of teaching based on student learning data;
ME	AND ...systematically gathers, analyzes, and uses relevant data to measure learner- or group-specific trends that can inform instruction;
EE	AND ...uses disaggregated data to plan appropriate, varied methods and activities to meet the learning outcomes with specific attention to students within gap groups.

Questions for Reflection:

Does the student teacher...

1. identify learner- or group- specific trends within assessment data?
2. utilize multiple relevant data sources to inform instruction?

✓	B5. Culturally Responsive Practice: ADAPTS ASSESSMENT TO ACCOMMODATE A VARIETY OF STUDENT NEEDS AND EXPERIENCES (WITH ATTENTION TO ENGLISH LANGUAGE LEARNERS, STUDENTS WITH EXCEPTIONALITIES, CULTURAL AWARENESS). InTASC 6g, 6h, 6i, 6l, 6p, 6u
DN	does not adapt assessments to accommodate student needs or experiences.
DE	inconsistently attempts to adapt assessments to accommodate student needs and experiences.
ME	consistently adapts assessments to accommodate most student needs and experiences.
EE	thoughtfully anticipates the needs of each student to adapt assessments with a variety of assessment approaches.

Questions for Reflection:

Does the student teacher...

1. collaborate with the cooperative teacher and resource teachers (SPED, ELL, Intervention specialist, etc.) to create/modify assessments?
2. reference ELL/IEP/504 plans in making assessment accommodations?
3. demonstrate the ability to scaffold and administer informal assessments to meet the diverse needs of student learners?
4. provide modality choices for assessment formatting and students' response (for example, visual, auditory, oral, paper/pencil, technology, proving their answers), when possible or appropriate?
5. demonstrate awareness of cultural differences and did they modify assessments respectfully and appropriately?

C. INSTRUCTIONAL PLANNING The student teacher...

DN = Does Not Meet Expectations, DE = Developing Towards Expectations, ME = Meets Expectations (TARGET), EE = Exceeds Expectations

✓		C1. IS FAMILIAR WITH AND USES RELEVANT ASPECTS OF STUDENTS' BACKGROUND, KNOWLEDGE, EXPERIENCE, AND SKILLS. InTASC 2c, 7j, 7n
DN		is unfamiliar with the background, experiences, and skill level of most students in the class.
DE		is familiar with the relevant aspects of the background, knowledge, experience, and skills of most students in the class;
ME		AND...uses relevant aspects of students' background, knowledge, experience, and skills of most students in the class.
EE		demonstrates detailed understanding of the background, experience, and skill level of ALL students in the class AND plans using what they know about learners including developmental levels, prior learning, and interests.

Questions for Reflection:

Does the student teacher...

1. articulate having used strategies to get to know students prior to lesson planning?
 - a. Did the student teacher create an interest inventory?
 - b. Did the student teacher use pre-assessment tools to get to know students?
 - c. Did the student teacher review student files?
2. demonstrate evidence in instructional planning that they have incorporated the students' cultural, linguistic, social, geographic, civic background, knowledge, interest, experiences, and skills

✓		C2. Culturally Responsive Practice: SELECTS CLASSROOM RESOURCES THAT REFLECT CULTURAL INCLUSIVITY AND PLANS FOR DIFFERENTIATED INSTRUCTION TO ADDRESS THE UNIQUE CHARACTERISTICS OF INDIVIDUAL STUDENTS (E.G. TAG/GT, ESL, SPECIAL NEEDS, GENDER, RACE, ETHNICITY). InTASC 1b, 2a, 7b
DN		plans undifferentiated instruction.
DE		plans differentiated instruction to address the unique characteristics of some individuals in the class.
ME		effectively plans differentiated instruction and selects classroom resources that are culturally inclusive to address the unique characteristics of most individuals in the class;
EE		AND...seeks resources from instructional specialists to refine plans to meet learner needs.

Questions for Reflection:

Does the student teacher...

1. intentionally select materials/resources (visuals, texts, etc.) that respect and promote the different cultures within the classroom?
2. incorporate instructional examples that reflect multiple perspectives in the classroom?
3. demonstrate the understanding of the unique needs of the students and plan accordingly?

4. plan instructional strategies to meet student needs?

✓		C3. PLANS APPROPRIATE INSTRUCTIONAL STRATEGIES TO MEET THE LEARNING OUTCOMES. InTASC 7a, 7b,7l
DN		plans ineffective methods and activities to meet the learning outcomes.
DE		plans effective methods and activities to meet the learning outcomes;
ME		AND... uses data and plans varied methods and activities to meet the learning outcomes with specific attention to students within gap groups;
EE		AND... uses disaggregated data to plan appropriate, varied methods and activities to meet the learning outcomes with specific attention to students within gap groups.

Questions for Reflection:

Does the student teacher...

1. have clear objectives that drive instruction?
2. plan instruction that reflects all learning styles uses multiple methods or strategies during each lesson?
3. have a backup strategy to use if needed?
4. incorporate developmentally appropriate instructional strategies specific to social studies such as inquiry, cooperative learning, and Socratic discussion?

✓		C4. INTEGRATES INSTRUCTIONAL TECHNOLOGY IN PLANNING. InTASC 7k, 8r
DN		rarely or ineffectively integrates instructional technology in planning.
DE		sometimes effectively integrates instructional technology in planning;
ME		regularly integrates effective instructional technology in planning to meet learning outcomes;
EE		AND... integrates a variety of instructional technology in planning, AND clearly identifies alternative plans in the event technology fails.

Questions for Reflections:

Does the student teacher...

1. use technology to present content and/or allow student use of technology?
2. frequently demonstrate the ability to use specific content teaching and assessment strategies and integrate state-of-the-art technologies and literacy skills in their teaching fields?
3. use technology to access appropriate primary sources, historical documents, and/or maps for social studies instruction?
4. use technology to analyze sources?
5. have a backup plan in the scenario that the technology does not work?

✓		C5. INTEGRATES ESSENTIAL CONTENT IN PLANNING. InTASC 7g
DN		integrates only non-essential content in planning.
DE		integrates essential content in some planning.
ME		integrates essential content in all planning;
EE		AND... planning is expanded to elaborate on identified essential content to enhance student learning.

Questions for Reflection:

Does the student teacher...

1. incorporate developmentally appropriate social studies skills including: historical methodologies; map skills, interpretation of charts and graphs, utilization of primary sources, cause and effect; chronological thinking?
2. incorporate developmentally appropriate research and analysis skills, the ability to interpret a variety of theoretical approaches and then synthesize information in written and oral presentation?

- actively engage students in independent and collaborative inquiry? Do they consistently apply content elements that are challenging, culturally relevant, and developmentally responsive?

✓		C6. PLANS TIME REALISTICALLY FOR PACING AND TRANSITIONS FOR CONTENT MASTERY. InTASC 7
DN		plans time unrealistically for pacing and transitions.
DE		plans time realistically for pacing; however, transition time is not apparent.
ME		plans time realistically for pacing AND transitions.
EE		plans include realistic pacing allowing for content mastery AND meaningful transitions that promote student learning.

Questions for Reflection:

- Does the student teacher pace instruction in such a way that students appear to be on task/actively engaged most of the time?
- Is there evidence of established routines and procedures that help the student teacher maximize the time available for instruction? Does the student teacher adjust instruction while in progress, with attention to the teachable moment?
- Do all students have meaningful intellectual work or activities for the entire instructional time?
- Do students have a planned opportunity to stand up, talk, move around, or stretch during a 90-minute block?

D. LEARNING ENVIRONMENT The student teacher...

DN = Does Not Meet Expectations, DE = Developing Towards Expectations, ME = Meets Expectations (**TARGET**), EE = Exceeds Expectations

✓		D1. ESTABLISHES A SAFE PHYSICAL AND PSYCHOLOGICAL ENVIRONMENT for all students. InTASC 3a, 3k
DN		maintains an unsafe physical and psychological environment.
DE		attempts to maintain a safe physical and psychological environment.
ME		effectively creates a safe physical and psychological environment;
EE		AND explains the purpose for these choices to all students.

Questions for Reflection:

- How much control does the student teacher have over the physical environment? How does the student teacher adapt instruction when they have limited control?
- How does the physical environment reflect/encourage practice of democratic citizenship?
- To what extent is there a match between the lesson or activity and the furniture or room configuration?
- Is the space arranged so that all students, including those with special needs, have access to the lesson?
- Does the student teacher respond appropriately to stereotyping, demeaning, or other unfair comments by students?
- Do student teachers develop mutually respectful, supportive learning environments that promote the healthy development of all adolescents?
- Does the student teacher move around the entire classroom and use proximity control or similar strategies that further engage learners and create a more safe and attentive learning environment?

✓		D2. ESTABLISHES A CLIMATE OF TRUST AND TEAMWORK. InTASC 3j, 3q
DN		ignores evidence that a climate of trust and teamwork is lacking.
DE		by being enthusiastic, fair, caring, and respectful to all students;
ME		AND... purposefully creates a climate of trust and teamwork, anchored in affirmation, mutual respect and validation, utilizing culturally responsive practices;
EE		AND... fosters regular student collaboration and models high expectations for all students.

Questions for Reflection:

1. How does the student teacher create equitable, caring, and collaborative learning environments?
2. Is the student teacher fair in interactions with students during the observed class period?
3. Are there patterns of exclusion or over attention in the student-teacher interactions?
4. Is the student teacher inappropriately negative in remarks to students?
5. Does the teacher set a community learning environment where members are expected to treat each other with respect? Does the student teacher reinforce that expectation as needed?
6. Does the student teacher value and appreciate all adolescents regardless of family circumstances, community environment, health, and /or economic conditions?
7. Does the student teacher serve as advocate for all adolescents in the school and in the community?
[suggested reflection question for EE rating]
8. Does the teacher build a positive relationship with each student?

✓	D3. MAINTAINS CONSISTENT STANDARDS FOR POSITIVE CLASSROOM BEHAVIOR. InTASC 3c
DN	ignores students' needs and behavior.
DE	attempts to maintain positive classroom behavior.
ME	responds effectively and consistently to students' needs and behavior AND can explain why the model they are using for positive classroom behavior is effective.
EE	demonstrates the ability to change and adapt classroom management plans based on students' changing needs and behavior AND explain why changes were made.

Questions for Reflection:

(Quotes taken from NCSS "Vision of Powerful Teaching and Learning in the Social Studies")

1. Can the student teacher identify when they have changed classroom management techniques due to changes in students' behavior?
2. Does the student teacher demonstrate the ability to problem-solve and implement a behavior management program while continuing with classroom instruction?
3. Does the student teacher recognize that "students do not become responsible, participating citizens automatically?" What evidence is there to demonstrate this?
4. Does the student teacher reflect the values in classroom which form the basis of our democratic government: "commitment to justice, equality, and freedom of thought and speech?"

✓	D4. Culturally Responsive Practice: DEMONSTRATES RESPECT FOR AND RESPONSIVENESS TO THE CULTURAL BACKGROUNDS AND DIFFERING PERSPECTIVES OF LEARNERS. InTASC 3f, 3i
DN	infrequently shows awareness of the different cultural backgrounds and differing perspectives of learners in the classroom.
DE	can identify the different cultural backgrounds AND acknowledge cultural and social diversity in all aspects of the learning process, including for gender, race, ethnicity, English Language Learners, and students with exceptionalities;
ME	AND... values and fosters classroom environments that create opportunities for access and achievement for the varying cultural backgrounds and differing perspectives of learners in the classroom;
EE	AND... incorporates, advocates, and affirms these differences into their teaching and use of content examples.

Questions for Reflection:

Does the student teacher...

1. use Universal Design for Learning to adapt appropriate lesson resources (images, materials, cultural artifacts) instructional methods, and strategies that are compatible with students' backgrounds, ages, and abilities?
2. research appropriate communication methods based on cultural differences and abilities of students?
3. model appreciation, respect, empathy, and understanding for diverse cultures and abilities?

E. INSTRUCTIONAL DELIVERY The student teacher...

DN = Does Not Meet Expectations, DE = Developing Towards Expectations, ME = Meets Expectations (TARGET), EE = Exceeds Expectations

✓		E1. PRESENTS PROCEDURES AND OUTCOMES CLEARLY TO STUDENTS AND CHECKS FOR STUDENT UNDERSTANDING. InTASC 8j
DN		presents unclear OR inaccurate information about the learning objectives or the procedures for instructional activities.
DE		provides students with clear, accurate information about the learning objectives and procedures for instructional activities;
ME		AND ...ensures that all students understand the learning objectives AND can carry out those procedures;
EE		AND ...consistently presents clear procedures and outcomes, AND effectively checks for student understanding.

Questions for Reflection:

Does the student teacher..

1. have a viable plan with expected pacing?
2. communicate the plan to the students prior to or during the lesson (advanced organizer)?
3. inform the students of the learning goals before or during the learning experience?
4. give clear instructions and check for student understanding of those instructions in multiple ways?

✓		E2. PRESENTS CONTENT ACCURATELY AND EFFECTIVELY. InTASC 4a, 4l, 8a, 8h
DN		uses ineffective strategies when presenting content to students.
DE		uses effective strategies to present content to students;
ME		AND ...makes content relevant to students' prior experiences;
EE		AND ...continually presents material clearly and explicitly with well-chosen examples.

Questions for Reflection:

1. Does the student teacher make clear the meaningfulness and connections of the content to local, national, and global contexts as appropriate?
2. Has the student teacher structured the lesson in a way that enables students to understand the content and demonstrate their understanding?
3. Are students engaged with the content?
4. Do lessons as a whole have coherent structure?
5. Does the student teacher recognize and use opportunities to help students extend their thinking?
6. Is the student teacher able to use the current content appropriately as a springboard to independent, creative, or critical thinking?
7. Does the student teacher challenge student thinking in ways relevant to their background knowledge and experiences?
8. Does the student teacher structure specific learning activities that encourage students to extend their thinking?
9. Does the student teacher frequently teach in engaging ways that maximize student learning?
10. Does the student teacher clearly emphasize the importance of history, civics and government, economics; and geography and their integration?
11. Does the teacher provide cohesive, inclusive narratives with examples from primary sources delivered through diverse methods?

12. Does the student teacher encourage students to construct meaning that is facilitated by clear explanation, modeling, and interactive discourse?
13. Does the student teacher seek to “expand their repertoires of engaging, thoughtful teaching strategies for lessons that allow students to analyze content in a variety of learning modes?”
14. Is the student teacher demonstrating the priority of depth over “coverage” as outlined by NCSS: “Disciplined inquiry, in turn, includes the teaching of sophisticated concepts and ideas, and in-depth investigation of fewer rather than more topics, with deep processing and detailed study of each topic”? [suggested reflection question for EE rating]

✓	E3. ENGAGES AND MAINTAINS STUDENTS IN ACTIVE LEARNING. InTASC 4b, 4c, 8f, 8g
DN	keeps students passively involved in learning, relying heavily on lectures, textbooks and worksheets.
DE	attempts to keep students actively involved, but some students are disengaged.
ME	keeps students actively involved by adapting instruction in the moment, based on student learning needs;
EE	AND... keeps all students challenged and highly engaged as active learners and problem solvers.

Questions for Reflection:

Does the student teacher...

1. adjust instruction while in progress, with attention to the teachable moment?
2. give students a variety of ways to apply skills and content to solve real world problems or “apply that learning to authentic situations”? How has the student teacher moved students beyond the receptive posture?
3. provide opportunities for student to conduct inquiry, develop and display data, synthesize findings, and make judgments?
4. promote students to work individually and collaboratively, “to solve the challenges facing our diverse nation in an increasingly interdependent world”?
5. frequently incorporate their content knowledge with the ideas, interests, and experiences of students, helping them to understand the integrative nature of knowledge? [suggested reflection question for EE rating]
6. provide an example of an energetic, excited, or passionate life-long learner?

✓	E4. ENGAGES LEARNERS IN A RANGE OF LEARNING EXPERIENCES USING TECHNOLOGY. InTASC 5l, 8g, 8n
DN	uses technology ineffectively to support student learning.
DE	provides students with guided practice in using technology to support student learning when appropriate and as available;
ME	AND... engages students in learning experiences with technology that is appropriate and challenging;
EE	AND... cultivates student collaboration and initiative in the use of appropriate technology to support student learning.

Questions for Reflection:

Does the student teacher...

1. actively teach information and critical media literacy skills? [see NCSS “media literacy” position statement]
2. lead students to a critical stance in evaluating online sources? How?
3. integrate the use of technology to engage in collaborative activities that support communication, reading/writing skills, and democratic participation?
4. model and teach the effective and ethical use of media and technology?

✓		E5. FACILITATES STUDENTS' USE OF HIGHER-LEVEL THINKING SKILLS IN INSTRUCTION. InTASC 8f
DN		instruction includes only lower-level thinking skills (e.g. using only low level questions).
DE		instruction incorporates higher level thinking skills (e.g. problem solving, critical thinking, and analysis), but students still require instruction to apply these techniques.
ME		prepares students to apply existing knowledge in new areas through higher order thinking skills in instructional activities;
EE		AND... assesses their growth and development in use of higher-level thinking skills.

Questions for Reflection:

Does the student teacher...

1. provide evidence for supporting disciplinary inquiry rather than fact-based recall?
2. encourage students to discuss or debate implications, and participate in compelling projects that call for critical thinking & problem solving?
3. encourage students to develop their own questions and seek answers, to become life-long learners? In what ways?

✓		E6. DIFFERENTIATES INSTRUCTION AND PROVIDES APPROPRIATE ACCOMMODATIONS TO MEET THE NEEDS OF DIVERSE LEARNERS. InTASC 2a, 2b, 8h, 8p
DN		provides undifferentiated instruction for students.
DE		attempts to accommodate student learning needs but with mixed success.
ME		differentiates and scaffolds instruction to accommodate most students' learning needs.
EE		successfully reaches all students by skillfully differentiating and scaffolding, using activities appropriate for a range of learners.

Questions for Reflection:

Does the student teacher...

1. differentiate strategies and materials for all students or groups when appropriate?
2. communicate content equitably for females and males, students of different ethnic or economic groups, students with exceptionalities, or students with diverse linguistic abilities?
3. use groups to meet the students' needs?
4. demonstrate awareness of culture, language, and other diverse needs of students within the class?
 - a. respond appropriately to those differences?
 - b. support and encourage students who speak and write differently?

✓		E7. USES INSTRUCTIONAL AND TRANSITION TIME FOR CONTENT MASTERY. InTASC 4r, 8b
DN		uses instructional time inappropriately and/or on activities of little instructional value.
DE		inconsistently uses instructional and transition time effectively.
ME		consistently uses instructional and transition time effectively for content mastery;
EE		AND... performs non-instructional procedures efficiently.

Questions for Reflection:

Does the student teacher...

1. use effective wait time?
2. use transition time productively that relates to the content and continually engages students?
3. incorporate opportunities for movement breaks that support student learning?
- 4.

✓	E8. Culturally Responsive Practice: TEACHES AND MODELS THE SKILLS TO COMMUNICATE AND ENGAGE WITH DIVERSE GROUPS (based on race, ethnicity, gender, identity, ability, and/or socioeconomic status). InTASC 3f, 3l, 4m, 8k, 8p
DN	communicates and engages in ways that are not responsive or respectful to diverse groups.
DE	models the skills to communicate and engage with diverse groups in a responsive and respectful manner;
ME	AND intentionally teaches students how to communicate and engage with diverse groups;
EE	AND...ensure equitable engagement with peers in ways that support the eradication of discrimination and bias while mitigating classroom power imbalances.

Questions for Reflection:

Does the student teacher...

1. implement strategies to engage all students in conversations and feedback?
2. demonstrate the ability to identify and capitalize on teachable moments to promote inclusivity and understanding?
3. empower students to advocate for their own personal culture while also respecting the culture of others?
4. use conflict resolution strategies to foster a positive classroom environment and prevent power imbalances (i.e. one student dominating conversations, avoiding cliques, and preventing bullying)?
5. model acceptance through respectful interaction and communication?
6. use verbal and written language that is nondiscriminatory and equitable for all?
7. employ flexible grouping consistently?
8. provide ways for and model how students can share their views with each other in a respectful manner?
9. plan for and provide opportunities for varied communication methods?

F. REFLECTION FOR STUDENT ACADEMIC PROGRESS The student teacher...

DN = Does Not Meet Expectations, DE = Developing Towards Expectations, ME = Meets Expectations (TARGET), EE = Exceeds Expectations

✓	F1. TAKES RESPONSIBILITY FOR STUDENT LEARNING BY USING ONGOING ANALYSIS AND REFLECTION. InTASC 6c, 6l, 9c, 9g, 9l
DN	puts the responsibility of learning on the student.
DE	acknowledges responsibility for student learning.
ME	takes responsibility for student learning by consistently making changes to plans and practice as a result of analysis and reflection;
EE	AND...sets and implements professional goals to improve student learning.

Questions for Reflection:

1. Did the student teacher adjust or modify the teaching techniques used after reflecting on strengths and weaknesses?
2. Was the student teacher willing to be self-critical?
3. Was the student teacher willing to accept constructive criticism?
4. Does the student teacher identify teacher strengths?
5. How did the student teacher motivate students? What worked well? What strategies did not work?

✓	F2. Culturally Responsive Practice: PROVIDES SPECIFIC EVIDENCE TO DOCUMENT STUDENT LEARNING. InTASC 6a, 6g, 6o, 6t, 9c, 9h
DN	provides unclear evidence to document student learning.
DE	collects and reviews assessment, engagement, behavioral, and attendance data to document student learning;
ME	AND disaggregates, analyzes and interprets the data to document student learning over time with specific attention to those within gap groups;
EE	AND applies differentiated strategies using a variety of assessment data to document student learning and develop interim learning goals.

Questions for Reflection:

1. What documentation is the student teacher able to provide related to student learning?
2. Can the student teacher interpret the documentation?
3. Does the student teacher use the documentation to plan future lessons or during the lesson?
4. Does the student teacher assess learning by recording grades, charting student progress, maintaining portfolios, and/or participation?
5. Does the student teacher communicate student academic progress to parents/guardians?
6. Does the student teacher recognize that communication with parents/guardians should be positive and should include an approach of working alongside parents/guardians with the best interest of the student in mind?

✓		F3. SEEKS AND USES INFORMATION FROM PROFESSIONAL SOURCES (E.G. COOPERATING TEACHER, COLLEAGUES, AND/OR RESEARCH) TO IMPROVE INSTRUCTION. InTASC 9d, 10e, 10r
DN		relies solely on own knowledge to improve instruction.
DE		seeks information from the cooperating teacher AND attempts to use it to improve instruction.
ME		seeks information from professional resources AND uses it to improve instruction.
EE		seeks information from varied professional resources AND uses it effectively to improve instruction.

Questions for Reflection:

Does the student teacher...

1. have more than one strategy for improvement?
2. notice a change in performance based on the strategies?
3. show initiative in seeking professional resources?
4. initiate and value collaboration with others to improve instruction and assessment?
5. comprehend the challenges that families may encounter in contemporary society and subsequently use available support services and other resources?
6. take initiative to talk with teacher "specialists" to learn how to work with specific students?
7. take leadership roles in promoting and participating in activities designed to extend knowledge in their teaching fields, integrating content, using content specific teaching and assessment strategies, and integrating state-of-the-art technologies and literacy skills? [suggested for EE category]

G. PROFESSIONALISM The student teacher...

DN = Does Not Meet Expectations, DE = Developing Towards Expectations, ME = Meets Expectations (TARGET), EE = Exceeds Expectations

✓		G1. DEMONSTRATES THE EXPECTATIONS OF THE PROFESSION INCLUDING CODES OF ETHICS, PROFESSIONAL STANDARDS OF PRACTICE AND RELEVANT LAW AND POLICY. InTASC 9j, 9o
DN		acts in an ethically questionable manner and does not follow federal and state laws and school policies.
DE		inconsistently adheres to ethical codes of conduct and professional standards (attendance, dress, meets deadlines, confidentiality, etc.).
ME		consistently adheres to ethical codes of conduct and professional standards (attendance, dress, meets deadlines, confidentiality, etc.);
EE		AND...intentionally adheres to and can articulate federal and state laws, school policies and ethical guidelines.

Questions for Reflection:

1. Does the student teacher model high standards of ethical behavior and professional competence and collegiality as part of their professional practice?
2. Do the student teacher's professional behaviors actively promote student learning and the performance of other professional responsibilities?
3. In general, has the student teacher demonstrated ethical and confidential handling of their professional responsibilities?

- Does student teacher's dress demonstrate the necessary professional attire for teachers and allow for appropriate interaction with students?
- Does the student teacher demonstrate a comprehensive understanding of their evolving role as education professionals, the importance of their influence on all adolescents, and their responsibility for upholding high professional standards and modeling appropriate behaviors?
- Does the student teacher have a school appropriate social media presence?

✓		G2. TAKES INITIATIVE TO GROW AND DEVELOP THROUGH INTERACTIONS THAT ENHANCE PRACTICE AND SUPPORT STUDENT LEARNING. InTASC 9a, 9b, 9d, 9n, 10r
DN		infrequently participates in school-based learning experiences.
DE		takes ownership of professional growth by participating in school-based professional learning experiences;
ME		AND... practices the new strategies learned to support student learning;
EE		AND... actively seeks and engages in ongoing professional learning opportunities in order to meet professional goals in support of student learning.

Questions for Reflection:

Has the student teacher...

- participated in professional growth activities provided by the school or school division?
- developed a tentative long-term plan for professional growth?
- identified or participated in professional growth activities that extend beyond the school or school division, or that extend beyond the student teaching experience?

✓		G3. COMMUNICATES EFFECTIVELY THROUGH ORAL AND WRITTEN LANGUAGE WITH ALL STAKEHOLDERS. InTASC 3l, 8h, 10n
DN		frequently makes errors in grammar, usage, and spelling in professional contexts and does not access interpretation and translation services when appropriate.
DE		periodically makes errors in grammar, usage, and spelling in professional contexts.
ME		speaks and writes professionally and effectively in different environments AND accesses interpretation and translation services as appropriate;
EE		AND... uses multiple methods for communication, including appropriate technology.

Questions for Reflection:

Does the student teacher...

- use standard oral and written English when communicating with students, parents, colleagues, and community members?
- seek ways to effectively communicate with families whose primary language is not English?

✓		G4. Culturally Responsive Practice: USES INCLUSIVE COMMUNICATION STRATEGIES (E.G. FOR GENDER, RACE, ETHNICITY, ENGLISH LANGUAGE LEARNERS, AND ABILITY). InTASC 2o, 9e, 10g, 10q
DN		uses biased language, commits microaggressions, and/or makes no attempt to incorporate or consult colleagues for developing communication strategies to support all stakeholders' needs.
DE		consults with colleagues and specialists about stakeholder communication needs;
ME		AND... integrates inclusive communication strategies (e.g., intentional use of language) with all stakeholders;
EE		AND... reflects on personal biases and seeks resources to enhance their understanding of language, dialects, cultural, social and literacy needs of all stakeholders.

Questions for Reflection:

Does the student teacher...

- use inclusive communication strategies?

2. seek input from multiple sources to meet students' learning and socio-emotional needs (SPED, ELL, Counselors, Speech therapist, etc.)?
3. use modes of communication that ensures all stakeholders are able to access the information?
4. use inclusive communication strategies in professional settings? In what ways?
5. demonstrate awareness of their responsibility to provide and facilitate inclusive communication for all stakeholders?
6. model positive and respectful attitude regarding inclusive communication practices in informal professional settings?

✓	G5. BUILDS RELATIONSHIPS AND COLLABORATES WITH FAMILIES, COMMUNITIES, COLLEAGUES, AND OTHER PROFESSIONALS TO PROMOTE LEARNER GROWTH AND DEVELOPMENT. InTASC 1c, 10b, 10d, 10e
DN	makes little or no effort to effectively build relationships or collaborate with colleagues, administrators, and families.
DE	attempts to build relationships and collaborate with colleagues, administrators, and families.
ME	collaborates with colleagues, administrators, and families to support the specific learning needs of students;
EE	AND... communicates effectively to build strong relationships AND seeks out collaborative relationships with community members and other professionals to promote learner growth and development.

Questions for Reflection:

Does the student teacher...

1. understand the relationships between schools and community organizations and communicate effectively with all stakeholders?
2. engage in activities that support a link between schools and the community?
3. demonstrate a comprehensive understanding of teaming/collaborative theories and processes and the interrelationships and interdependencies among various professionals that serve adolescents (e.g. school counselors, social service workers, home-school coordinators), and work as successful members of a team?

✓	G6. Culturally Responsive Practice: ACCESSES RESOURCES TO DEEPEN AN UNDERSTANDING OF CULTURAL, RACIAL, ETHNIC, GENDER AND LEARNING DIFFERENCES TO BUILD STRONGER RELATIONSHIPS AND CREATE MORE RELEVANT LEARNING EXPERIENCES. InTASC 2k, 9e, 9m
DN	demonstrates little or no attention to cultural, racial, ethnic, gender, and learning differences of students.
DE	occasionally uses curricular and instructional resources that represent and reflect the cultural, racial, ethnic, gender, and learning differences of students to build stronger relationships and create more relevant learning experiences.
ME	utilizes curriculum and resources that reflect the diversity of all learners AND consistently demonstrates knowledge of cultural, racial ethnic, gender, and learning differences of students to build stronger relationships and create more relevant learning experiences;
EE	AND... incorporates all learners' experiences, backgrounds, cultures, traditions and community into classroom curriculum and instruction AND incorporates diverse groups that are not represented in the classroom or school community.

Questions for Reflection:

Does the student teacher...

1. take initiative to gain an understanding of the larger learning community, accept professional responsibilities that extend beyond the classroom and school, and advocate for helping all adolescents become thoughtful, ethical, democratic citizens?
2. model life-long learning and take a leadership role in refining classroom and school practices that address the needs of all adolescents, successful, practice, and experience?
3. demonstrate an interest, willingness, and initiative in further developing their cultural competencies?