



COMPETENCIES OF FACULTY PROFESSIONAL PRACTICE

Appendix A:

I. Instructional Management

Vital Area 1: Instruction and Methodology

- Competency 1a: Bases instruction on the appropriate methodology.
- Competency 1b: Is on time with the course schedule.
- Competency 1c: Creates and maintains an environment that supports learning.
- Competency 1d: Treats students in a fair and equitable manner.
- Competency 1e: Maintains good class control.
- Competency 1f: Sets high positive expectations for student performance.
- Competency 1g: Focuses on lesson development to achieve the objectives.
- Competency 1h: Accommodates individual learning differences.
- Competency 1i: Uses appropriate language to students' proficiency level.
- Competency 1j: Develops a variety of activities for class.
- Competency 1k: Avoids reading directly from the teacher's manual.
- Competency 1l: Avoids waiting too long for students' responses.
- Competency 1m: Maintains a balanced teacher/student talk time ratio
- Competency 1n: Maintains the students' attention in the lesson/activity.
- Competency 1o: Speaks clearly and correctly.
- Competency 1p: Maintains a dynamic pace of class.
- Competency 1q: Corrects all weak responses.
- Competency 1r: Solicits balanced participation from all students.

Instructional Management

	Ongoing Supv. Exemplary	Ongoing Supv. Exceeds	Intensive Supv. Meets	Focused A. Needs Imprv.
Scale	100-97	96 - 80	79 -56	55-50
Percentage points	108-105	104-86	85-60	59-54

Vital Area 1: Instruction and Methodology (Continu

- Competency 1s: Applies appropriate teaching techniques
- Competency 1t: Provides relevant examples to illustrate c
- Competency 1u: Applies peer help technique whenever a
- Competency 1v: Ascertain that students have assimilated
- Competency 1w: Avoids using the students' native langua
- Competency 1x: Discourages students from speaking their
- Competency 1y: Uses writing activities sparingly in class.
- Competency 1z: Asks relevant questions that encourage p
- Competency 1aa: Demonstrates good understanding of te

II. Professional Responsibilities

Vital Area 2: Professional Work Habits

- Competency 2a: Adheres to established school policies an
- Competency 2b: Is punctual in reporting to work.
- Competency 2c: Keeps attendance and program sheets up
- Competency 2d: Strives to meets school goals.
- Competency 2e: Commands respect by setting an example
behavior, and language.

Professional Responsibilities

	Ongoing Supv. Exemplary	Ongoing Supv. Exceeds	Intensive Supv. Meets
Scale	100-95	90 - 85	75 - 70
Percentage points	20 - 19	18 - 17	15 - 14



ied)

for each activity.

concepts/skills.

appropriate.

l the lesson contents.

ge unnecessarily.

native language in class.

articipation.

chnology used in class.

d regulations.

dated.

è in appearance, manners,

Focused A.
Needs Imprv.
65 - 50
13 - 10