Performance Standards

for

Professional Growth

School District No. 48 (Howe Sound)
October, 2003
PERFORMANCE STANDARDS FOR PROFESSIONAL GROWTH

The Howe Sound Teachers’ Association and Howe Sound School District are committed to the continuous professional growth of teachers. In order to support this enhancement to professional practice, the Association and District have jointly agreed to the use of a set of professional performance standards to guide professional teaching practice.

There are a number of ways these professional performance standards may be used. They may provide a method for self-reflection by a teacher on one or a number of areas of practice. They may be used as a means to support peer observations and discussions between two teachers or among several teachers. They may provide the basis for a professional practice discussion between a teacher mentor and the teacher being mentored. They may also provide the basis for voluntary discussions about practice between a teacher and principal. These ways can be informal or formal in nature depending on the wish of the teacher.

However, there is the opportunity to use the standards in more formal settings as well. One of these is in the development by a teacher of a Professional Growth Plan.

The other formal use is in the performance evaluation of a teacher. Although all the other suggested ways to use the standards are on a voluntary basis by a teacher, it was jointly agreed that the standards would be very helpful in the evaluation process. They can form a common language and set of descriptors to be used between the principal and teacher. Too often, these discussions have not had clear expectations leaving the teacher and principal working in an unfocussed and unclear manner. The standards are seen as a means to ensure specific objectives in an observation and a focussed discussion in the pre- and post-observation conferences.

These materials provide support to teachers and principals in the use of the performance standards to support professional practices for all of the above situations.

First are the performance standards for professional growth (pages 1 - 12).

Next are some materials that may be used in conjunction with the performance standards (pages 13 - 18).

The final two sets of materials are provided for the formal uses noted above: a professional growth program (pages 19 – 22) and performance evaluation (pages 23 – 28).