

**How to use *\*\*your own copy of\*\** this document:**

- **Individual teacher**-- Identify strengths and opportunities for growth. Determine priorities for your professional growth plan. Collect evidence of your growth and development
- **School team**-- identify strengths and opportunities for growth through observations and evidence. Identify priorities for school wide focus and development
- **District**--Identify and align professional learning opportunities to the learning model and educator competencies.

**Learner Centered Community:** development of skills, combined with opportunities, to engage in meaningful collaboration to learn, innovate, and solve meaningful challenges that matter to individuals and the greater community.

| Competency                                                                                                    | Competency Indicators                                                                                                                                                                                                                                                                                                                                                                                                      | Never | Sometimes | Always |
|---------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|-----------|--------|
| <b>Design effective collaborative work</b>                                                                    | I develop, scaffold, facilitate, and, where appropriate, co-design collaborative group work.                                                                                                                                                                                                                                                                                                                               |       |           |        |
|                                                                                                               | I analyze collaborative group work to ensure it engages and stretches each learner and builds toward mastery of specific skills, standards, or student competencies.                                                                                                                                                                                                                                                       |       |           |        |
|                                                                                                               | I foster students' abilities to identify specific teamwork skills necessary for collaborative group work that are similar to the skills and dispositions necessary for college, career, and civic success.                                                                                                                                                                                                                 |       |           |        |
|                                                                                                               | I ensure students develop the knowledge and skills needed for successful collaborative group work: (A) having clearly defined roles, purpose of collaborative group work, and understanding of assessments, (B) establishing structures for and practicing how to share ideas and benefit from ideas and skills of others, and (C) practicing tools and techniques such as Socratic questioning and constructive feedback. |       |           |        |
| <b>What evidence or examples from your classroom can you share for how you bring this competency to life?</b> |                                                                                                                                                                                                                                                                                                                                                                                                                            |       |           |        |

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| <b>Create a collaborative learning community</b>                                                              | I deliberately build students’ abilities to engage in self-directed learning as well as to learn from peers, especially those of different backgrounds or academic/career trajectories.                               |  |  |  |
|                                                                                                               | I provide opportunities for students to contribute to classroom or school-based decision-making processes, including participatory action research, place-based education, restorative practices, and class meetings. |  |  |  |
| <b>What evidence or examples from your classroom can you share for how you bring this competency to life?</b> |                                                                                                                                                                                                                       |  |  |  |