

Professional Expectation Review (PER)

Pillars of Professional Excellence

1. Exhibits Professional Judgment

- a. **Responsibility:** Acts independently and demonstrates accountability, reliability, and sound judgment.
- b. **Respect:** Honors, values, and demonstrates consideration for oneself and others. Treats all others equitably with proper regard for individuals' backgrounds and identities.
- c. **Reflection:** Reviews, analyzes, and evaluates the success of past decisions to improve future decision-making.
- d. **Safety:** Navigates school and university rules, regulations, and student codes of conduct to assure others' physical, mental, and emotional well-being.

2. **Collaborates Intentionally with Others:** Participates in a joint intellectual effort with others in academic and professional endeavors. Contributes to an inclusive environment that encourages others to participate in joint efforts.

3. **Upholds Honesty and Integrity:** Exercises truthfulness with oneself and with others. Maintains trustworthiness and exhibits ethical behavior. If using Artificial Intelligence (AI), the student uses AI in accordance with university and school/district guidelines. Identifies and reports dehumanizing language, behaviors, and actions through proper channels.

4. **Demonstrates Punctuality and Attendance:** Reports on time and remains present for entire length of required academic and professional engagements. Informs all stakeholders of absences prior to the absence. Seeks to minimize absences and makes efforts to arrive early for engagements.

5. **Meets Deadlines and Obligations:** Completes assignments and fulfills duties according to guidelines established by the instructor, supervisor, cooperating teacher, or school/district policies. Engages in conversations about revisions to deadlines prior to the deadline with all parties.

6. **Exhibits Preparation and Organization:** Prepares plans and materials for academic and professional responsibilities. Organizes plans and materials to be accessible and functional for the user and the intended audience. Plans ahead to manage the unexpected and demonstrates flexibility.

7. **Responds Respectfully to Constructive Criticism:** Is receptive to feedback, constructive criticism, and supervision. Replies professionally and incorporates feedback to improve practice. Willingly examines how one's biases impact and inform their interactions with others.

8. **Demonstrates Effective Communication:** Responds to communication in a timely and professional manner. Utilizes appropriate modes of communication based on the audience and situation. Incorporates professional written, oral, and interpersonal communication standards into all correspondence accounting for accessible formatting and the individual identities of the recipient.

Descriptors

1. Exhibits Professional Judgment:

- a. Responsibility:** Acts independently and demonstrates accountability, reliability, and sound judgment.
 - ✓ The cooperating teacher asks the student teacher to work with a small group of students on a specific concept. The student teacher explains the concept, asks students to relay and illustrate their understanding and poses probing questions.
- b. Respect:** Honors, values, and demonstrates consideration for oneself and others.
 - ✓ The student teacher asks the cooperating teacher where they should position themselves when they begin working in the classroom and is mindful of where they place their materials so as to not disturb the predetermined classroom environment.
 - ✓ The student teacher introduces themselves with their name and public pronouns and invites the students to introduce themselves by name and public pronouns.
- c. Reflection:** Reviews, analyzes, and evaluates the success of past decisions in order to improve future decision-making.
 - ✓ The student teacher reviews feedback from their University Supervisor and discusses how they will apply the feedback to future lessons.
- d. Safety:** Navigates school and university rules, regulations, and student codes of conduct to assure students' physical, mental, and emotional well-being.
 - ✓ Prior to starting student teaching, the student teacher reviews the school policies including dress code and seeks advice and counsel from University Supervisor, professors, and other mentors to determine appropriate clothing for the school environment.

2. Collaborates Productively with Others:

Demonstrates collaborative relationships with instructors, cooperating teachers AND members of the school community (other teachers, school personnel, administrators, etc.)

- ✓ Works with and learns from colleagues in planning and implementing instruction to meet diverse needs of learners.
- ✓ Participates in at least one professional learning opportunity (e.g. workshops, seminars, attending a professional conference, joining a professional organization).
- ✓ Provides evidence of an increased understanding of the teaching profession as a result of the professional learning experience AND reflects on own professional practice with evidence of application of the knowledge acquired from professional learning experience during student teaching.

3. Upholds Honesty and Integrity:

- ✓ Uses AI to develop a list of best practices for classroom management and conducts independent library and internet research to develop an informed approach to classroom management.
- ✓ Engages in transparent and open dialogue with instructor, cooperating teacher, university supervisor and other school personnel about relevant academic topics.
- ✓ Exhibits a willingness to admit when they have made a mistake.

4. Demonstrates Punctuality and Attendance:

- ✓ Does a practice drive to student teaching prior to the first day of student teaching.
- ✓ Reports on time or early for daily student teaching AND additional teacher engagements (e.g., IEPs, teacher committees).
- ✓ Informs all stakeholders (cooperating teacher, supervisor, and/or faculty members) of absences prior to the absence.

5. Meets Deadlines and Obligations:

- ✓ Meets deadlines and obligations established by the cooperating teacher and/or supervisor.
- ✓ Provides clear and complete directions and lessons for substitutes/cooperating teacher without reminders.
- ✓ Proactively seeks out solutions for issues that arise when they need an extension/ flexibility with a deadline.

6. Preparation and Organization:

- ✓ Prepared to teach on a daily basis with all materials (lesson plans, manipulatives, handouts, resources, etc.).
- ✓ Materials are easily accessible AND organized AND prepared for the unexpected and flexible.
- ✓ Can articulate a clear system for keeping track of deadlines.

7. Responds Respectfully to Constructive Criticism:

- ✓ Is receptive to feedback, constructive criticism, supervision, and responds with gratitude, a plan for implementation, and/or asks follow-up questions.
- ✓ Incorporates feedback (e.g., from cooperating teacher, university supervisor) to improve practice AND proactively seeks opportunities for feedback from other professionals.

8. Demonstrates Effective Communication:

- ✓ Utilizes greetings and farewells appropriate for school contexts.
- ✓ Addresses recipients by their preferred name orally and in written communications.
- ✓ Attends to formatting in written communication and makes a clear effort to present information in an organized and logical manner.
- ✓ Reflects and rephrases their own understanding of information that has been shared with them and asks follow-up or clarifying questions.