

Teacher Competence Profile

A. Professional Qualities	Evident										Not Evident										
General Skills																					
1. Shows interest & commitment to teaching	1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10	
2. Collaborates & cooperates with school staff	1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10	
3. Relates effectively to students' caregivers	1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10	
4. Gets involved in student-related school activities	1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10	
5. Practices professional code of ethics	1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10	
Professional Development Process																					
1. Practices the professional development process effectively	1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10	
2. Implements plans based on reflection on experiences	1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10	
3. Evaluates planning, instruction & management	1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10	
4. Participates in planned professional development	1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10	
B. Interaction with Learners																					
Diversity Issues																					
1. Promotes the worth of all students	1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10	
2. Responds to the needs of all	1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10	
3. Is attentive to learning styles	1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10	
4. Is adept at intercultural communication	1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10	
Attitudes and Values																					
1. Helps students understand attitudes & values	1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10	
2. Creates a positive climate for learning	1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10	
3. Shows an interest in individual students	1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10	
4. Encourages & supports students	1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10	
5. Motivates students to participate	1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10	
C. Classroom Management & Discipline																					
1. Creates a classroom climate conducive to learning	1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10	
2. Communicates & monitors expectations	1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10	
3. Uses good classroom routines & procedures	1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10	
4. Handles minor disruptions in a positive way	1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10	
5. Anticipates problems has good preventative management	1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10	
6. Uses management skills effectively	1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10	
7. Exhibits understanding of student behavior	1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10	
8. Practices fairness & is consistent	1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10	
D. Planning & Organization (Lesson, Unit Planning & Delivery)																					
Planning																					
1. Integrates skills & knowledge common to all subjects & adapts curriculum to individual needs	1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10	
2. Does long-range plans to guide student development	1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10	
3. Plans varied learner-centered activities	1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10	
4. Plans interdisciplinary thematic units	1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10	
5. Involves learners in the planning process	1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10	
6. Includes classroom management in plans	1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10	
Instruction																					
1. Demonstrates competence in basic instructional skills	1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10	
2. Teaches physical, social, emotional & cognitive development	1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10	
3. Varies teaching approaches & activities	1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10	
4. Ensures the participation & success of all students	1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10	

- | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|----|
| 5. Engages students in instructional dialogue | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 6. Provides motivating set & closure | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 7. Orders & sequences content to meet learner needs | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 8. Provides for transfer of learning | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Curriculum

- | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|----|
| 1. Adapts curriculum to student needs | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 2. Knows subject matter | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 3. Exhibits knowledge of local & State/provincial curricula | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

E. Teaching Competence

Questioning, Discussion, Seatwork & Homework

- | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|----|
| 1. Has effective questioning skills | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 2. Conducts effective class discussions | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 3. Sets meaningful seatwork & homework | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Skills Teaching

- | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|----|
| 1. Provides effective teaching of skills & demonstrations | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|---|---|---|---|---|---|---|---|---|---|----|

Concept Teaching

- | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|----|
| 1. Does concept teaching & gives explanations effectively | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|---|---|---|---|---|---|---|---|---|---|----|

Direct instruction & individual Study

- | | | | | | | | | | | |
|--|---|---|---|---|---|---|---|---|---|----|
| 1. Effective direct instruction/deductive/expository methods | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 2. Effective use of the individual study strategy | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 3. Uses resource-based learning & variety of media & resources | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 4. Uses instructional technology to enhance student learning | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Indirect Instruction & Experiential Learning

- | | | | | | | | | | | |
|--|---|---|---|---|---|---|---|---|---|----|
| 1. Provides effective use of indirect/inductive/inquiry methods | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 2. Often uses experiential learning to encourage active learning | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Collaborative & Cooperative Learning

- | | | | | | | | | | | |
|--|---|---|---|---|---|---|---|---|---|----|
| 1. Develops group skills in the classroom | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 2. Often uses collaborative & cooperative learning methods | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Thinking Skills & Problem-Based Learning

- | | | | | | | | | | | |
|--|---|---|---|---|---|---|---|---|---|----|
| 1. Uses specific instruction thinking skills & processes | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 2. Incorporates thinking operations & skills into teaching | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 3. Ensures that Students use critical thinking procedures | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 4. Ensures that Students think creatively | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 5. Skilled & effective approach to problem-based learning | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Assessment & Evaluation

- | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|----|
| 1. Identifies student academic, personal & social Strengths | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 2. Assesses change in student development | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 3. Involves students in assessment | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 4. Evaluates student progress | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 5. Keeps thorough, well organized records | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 6. Provides diagnosis & remediation | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

F. Personal Qualities -- Communication Skills

- | | | | | | | | | | | |
|--|---|---|---|---|---|---|---|---|---|----|
| 1. Models appropriate spoken & written language | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 2. Makes effective use of interpersonal skills | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 3. Demonstrates initiative | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 4. Manner is dependable & mature | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 5. Deals effectively with stress & conflict in self & others | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 6. Demonstrates confidence & enthusiasm | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 7. Demonstrates creativity & flexibility | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Lang & Evans 2006