

Standards of Performance for Teachers and Specialists

The School Board believes that teachers and other licensed specialists are the significant persons in the instructional process. It also recognizes that the teaching profession has affirmed and accepts the responsibility of practicing the teaching profession according to the highest standards of competent and ethical professional performance.

Therefore, the following Standards of Competent and Ethical Professional Performance shall provide:

1. The foundation for the expected performance and conduct of all Dallas School District Teachers and Specialists; and,
 2. A basis for the evaluation of all Dallas School District Teachers and Specialists.
- I. The competent educator demonstrates a commitment to:
- A. Recognize the worth and dignity of all persons;
 - B. Encourage scholarship;
 - C. Promote democratic citizenship;
 - D. Raise educational standards; and
 - E. Use professional judgement. To that end;
 1. Curriculum and Instruction
 - a. The competent educator measures success by the progress of each student toward realization of personal potential as a worthy and effective citizen. The competent educator stimulates the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of goals as they are appropriate for each individual.
 - b. The competent educator demonstrates:
 - (1) Use of state and District adopted curriculum and goals;
 - (2) Skill in setting instructional goals and objectives expressed as learning outcomes;
 - (3) Use of current subject matter appropriate to the individual needs of students;
 - (4) Use of students' growth and development patterns to adjust instruction to individual needs consistent with number of students and amount of time available; and
 - (5) Skill in the selection and use of teaching techniques conducive to student learning.
 2. Supervision and Evaluation
 - a. The competent educator is a student of human behavior and uses this knowledge to provide a climate that is conducive to learning and that respects the rights of all persons without discrimination. The competent educator assumes responsibility for the activities planned and conducted through the District's program, and assists colleagues to do the same. The competent educator gathers relevant information and uses it in the planning and evaluation of instructional activities.

- (1) The competent educator demonstrates:
 - (a) Ways to assess progress of individual students;
 - (b) Skill in the use of assessment data to assist individual student growth;
 - (c) Procedures for evaluating curriculum and instructional goals and practices; and
 - (d) Skill in the supervision of students.

3. Management Skills
 - a. The competent educator is a person who understands students and is able to relate to them in constructive ways. The competent educator establishes and maintains good rapport. The competent educator maintains and uses records as required and as needed to assist the growth of students.
 - b. The competent educator demonstrates skills in:
 - (1) Establishing and maintaining classroom management that is conducive to learning;
 - (2) Using and maintaining District property, equipment, and materials appropriately;
 - (3) Using and maintaining student records as required by District policies and procedures;
 - (4) Using District and school business and financial procedures; and
 - (5) Using District lawful and reasonable rules and regulations.

4. Human Relations and Communications
 - a. The competent educator works effectively with others - students, staff, parents/legal guardians and patrons. The competent educator is aware of the ways the community identifies with the school, as well as community needs and ways the school program is designed to meet these needs. The competent educator can communicate with knowledge, clarity, and judgement about educational matters, the school, and the needs of students.
 - b. The competent educator demonstrates:
 - (1) Willingness to be flexible in cooperatively working with others;
 - (2) Skill in communicating with students, staff, parents/legal guardians, and other patrons.

II. THE ETHICAL EDUCATOR

The ethical educator is a person who accepts the requirements of membership in the teaching profession and acts at all times in ethical ways. In so doing the ethical educator considers the needs of the students, the District and the profession.

- A. The ethical educator, in fulfilling obligations to the student, will:
 1. Keep the confidence entrusted in the profession as it relates to confidential information concerning a student and family;
 2. Refrain from exploiting professional relationships with any student for personal gain or in support of persons or issues;
 3. Maintain an appropriate professional student-teacher relationship by:
 - a. Not demonstrating or expressing professionally inappropriate interest in a student's personal life;

- b. Not accepting or giving or exchanging romantic or overly personal gifts or notes with a student;
 - c. Reporting to the educator's supervisor if the educator has reason to believe a student is or may be coming romantically attached to the educator.
- B. The ethical educator, in fulfilling obligations to the District, will:
- 1. Apply for, accept, offer or assign a position of responsibility only on the basis of professional qualifications and will adhere to the conditions of a contract or the terms of the appointment;
 - 2. Conduct professional business, including grievances, through established lawful and reasonable procedures;
 - 3. Strive for continued improvement and professional growth;
 - 4. Accept no gratuities or gifts of significance that could influence judgment in the exercise of professional duties;
 - 5. Not use the District's or school's name, property or resources for noneducational benefit without approval of the educator's supervisor or the appointing authority.
 - 6. Maintain the dignity of the profession by respecting and obeying the law, exemplifying personal integrity and honesty.
 - 7. Extend equal treatment to all members of the profession in the exercise of their professional rights and responsibilities.
 - 8. Respond to request for evaluation of colleagues and keep such information confidential as appropriate.

END OF POLICY

Legal Reference(s):

[OAR 584-020-0000 to -0035](#)