

Professional Standards for Catholic School Educators

Standard 1: Commitment to the Ministry of Catholic Education

Catholic school educators are called to be ministers who model and proclaim, through word and deed, the Word of God.

An effective educator in the Diocese of Wilmington demonstrates excellence by:

Supporting the teachings, values, and traditions of the Catholic Church

- Modeling and promoting the mission and charism of the school
- Contributing through prayer and deed to the faith life of the school
- Fostering an environment through which Gospel values are learned and experienced
- Engaging in on-going faith formation opportunities offered by the school
- Participating in service opportunities at the school

Standard 2: Commitment to a Productive Learning Environment

Catholic school educators are expected to create and maintain a learning environment that supports and engages all students in the learning process.

An effective educator in the Diocese of Wilmington demonstrates excellence by:

- Cultivating an environment that fosters active engagement in the learning process and encourages a shared belief in the importance of learning
- Maintaining a positive and equitable classroom culture through clear and appropriate procedures and behavioral expectations
- Encouraging students to take responsibility for classroom routines and self-regulating their behavior
- Creating and modeling an environment of mutual respect and rapport among diverse learners
- Recognizing and embracing the cultural diversity of students
- Assuring safety and accessibility when organizing the learning environment
- Providing opportunities within the physical and/or virtual learning space for student-directed learning

Standard 3: Commitment to Quality Instruction

Catholic school educators are expected to demonstrate an understanding of and ongoing growth in curriculum, subject content, instructional and assessment strategies, and the developmental needs of students.

An effective educator in the Diocese of Wilmington demonstrates excellence by:

A. Planning and Preparation

- Preparing written lessons that align with established curriculum, standards/learning targets, and current best practices
- Demonstrating knowledge of instructionally and developmentally appropriate student skills, learning styles, needs, and interests
- Planning opportunities to formatively assess the progress of all students
- Anticipating misconceptions within the lesson and creating strategies for addressing them

B. Lesson Delivery

- Communicating measurable learning targets in student-friendly language
- Engaging students in learning by utilizing a variety of instructional strategies
- Differentiating instruction to make rigorous learning accessible to all students
- Using instructional strategies that promote higher order thinking
- Demonstrating flexibility and responsiveness to student needs
- Delivering lessons with appropriate pacing
- Utilizing class time effectively and facilitating smooth transitions between activities
- Connecting lessons to prior knowledge/learning as appropriate to scaffold student understanding

C. Assessment

- Aligning assessments with standards and learning targets
- Using a variety of formative and summative assessments to gather data that guide instructional choices
- Offering timely and growth-oriented feedback, utilizing rubrics when appropriate
- Adjusting planning and delivery based on assessment results, allowing students to demonstrate growth

Standard 4: Commitment to Student Growth

Catholic school educators are expected to utilize data to set achievable and measurable goals for student academic growth.

An effective educator in the Diocese of Wilmington demonstrates excellence by:

- Participating actively in an annual collaborative planning process to establish student growth targets for identified classes/cohorts
- Using data, including designated school-wide testing, to develop student growth targets
- Submitting annual student growth targets for administrative approval
- Utilizing ongoing data to inform instruction and monitor student progress
- Providing evidence to administration that progress has been made toward the student growth targets

Standard 5: Commitment to Professional Responsibilities

Catholic school educators are expected to model Catholic values and demonstrate professional responsibility at all times.

An effective educator in the Diocese of Wilmington demonstrates excellence by:

- Following all ethical standard expectations of the school and the diocese, demonstrated by professional judgment, integrity, and confidentiality in all communications and interactions with the school community
- Communicating timely and effectively with students, parents/guardians, colleagues, and administrators
- Maintaining required certification/licensure or similar expectations
- Engaging in ongoing professional development in order to demonstrate growth in pedagogical skills and/or content knowledge
- Making a concerted effort to embrace growth and change
- Working respectfully and collaboratively, serving as a resource to colleagues
- Maintaining timely and accurate student information including, but not limited to, grades, attendance, assessment data, behavioral records, etc.

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