**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.

 (*April 2023)*