

Area	Descriptor	What does it look like?	How do we identify in applicants?
Teamwork / Collaboration	Consistently seeks out others to learn, plan, problem solve, strategize and reflect in ways that lead to improved student achievement throughout the school		
Critical Thinking / Problem Solving	Exercises sound reasoning, creativity, and analytical thinking in order to generate change and develop classroom and school practices		
Oral and Written Communication	Provides timely communication, orally and in writing, to all relevant stakeholders regarding improving the student achievement of individuals, a class or a larger portion of the entire school		
Social / Emotional Disposition	Serves as a positive role model to the children and school community by exhibiting a caring, compassionate and inspiring disposition with the singular focus of motivating students to learn		
Professionalism	Exhibits a high standard of		

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Work Ethic	professionalism in behaviors, activity and ethics that serves as an example to others		
Personal Beliefs and Values	Holds the belief that all students can learn and have a right to an education that nurtures diverse talents, abilities, cultures and skills and so provides instruction and support that differentiates to these unique backgrounds, experiences and aptitudes		
Content / Subject Matter knowledge	Demonstrates daily a passionate commitment to delivering content/subject matter knowledge in the most up-to-date, pedagogically sound manner possible to drive increases in student achievement		
Pedagogical Knowledge	Effectively utilizes a variety of instructional strategies, tools and resources to drive the daily learning processes of students		
Professional Knowledge	Continuously seeks to improve personal skills and knowledge including content, pedagogy,		

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	leadership, interpersonal communications and school reform, among others.		
Community / Relationship Building	Builds meaningful, caring relationships with children, their parents or guardians and other relevant, school community stakeholders to increase student achievement and improve the school community for all.		