

Competencies Measured in Madison Teacher Screening Process:

❖ High Expectations for Every Student

- Demonstrates through actions and words that each and every student can achieve high standards
- Shares a commitment to excellence and equity for all students
- Holds a clear mission and values orientation aligned with Madison's vision
- Is "All in" – works proactively to identify the needs of students, and takes personal initiative to meet the needs of every child

❖ Quality Instructional Practice

- Plans and executes rigorous, engaging units and lessons, including meaningful in-class and out-of-class assignments that ensure student mastery of content standards
- Provides the necessary scaffolds, interventions and extensions to meet a range of learning needs
- Creates a positive and emotionally safe learning environment and adapts to student interests to enable all students to engage in and contribute to the learning in the classroom
- Utilizes effective behavior management strategies to set and maintain clear expectations for each student
- Uses multiple ways to check for student understanding and clarifies, reteaches and/or make adjustments to instruction based on information gathered
- Uses technology to support student learning

❖ Cultural Competence

- Understands and can articulate the systems and beliefs that may lead to inequitable outcomes for students of color, and adapts instruction to meet the needs of each student
- Addresses matters of race, language acquisition and unique student learning needs to make sure that all students have equal access to a high quality education
- Values and welcomes student home culture and language as assets for teaching and learning

❖ Data Proficiency

- Uses data beyond standardized assessments to diagnose student learning needs and differentiate instruction in the classroom
- Uses formative and summative assessment outcomes to inform and adjust instruction as needed
- Synthesizes many sources of information quickly and effectively to adapt instruction

❖ Team Collaboration

- Collaborates with peers to reflect on student achievement and teacher practice data to continuously improve instruction
- Seeks out opportunities to share lessons learned and to help peers develop their skills

❖ Student and Family Engagement

- Takes initiative to build relationships with students
- Reaches individual students effectively and engages them as members of the learning community
- Understands unique family characteristics, and finds ways to engage all families as full partners in their children's education

❖ Resilience and Results Orientation

- Finds challenges exciting, and persists in the face of challenges
- Demonstrates adaptability, innovation and creativity to find new ways to meet student needs

❖ Self-Awareness and Growth Mindset

- Reflects on strengths and growth areas regularly, and seeks support, feedback and mentors to improve
- Is open to learning new practices or modifying existing practices to increase student success
- Is willing to explore the concept that personal biases exist implicitly and have the ability to impact actions