

TITLE 23: EDUCATION AND CULTURAL RESOURCES (Doc. 3b)

SUBTITLE A: EDUCATION

CHAPTER I: STATE BOARD OF EDUCATION

SUBCHAPTER b: PERSONNEL

PART 24

STANDARDS FOR ALL ILLINOIS TEACHERS

Section

24.10	Purpose
24.100	The Illinois Professional Teaching Standards Through June 30, 2013
24.110	Language Arts Standards for All Illinois Teachers Through June 30, 2013
24.120	Technology Standards for All Illinois Teachers Through June 30, 2013
24.130	The Illinois Professional Teaching Standards Beginning July 1, 2013

AUTHORITY: Implementing Article 21 and authorized by Section 2-3.6 of the School Code [105 ILCS 5/Art. 21 and 2-3.6].

SOURCE: Adopted at 26 Ill. Reg. 11847, effective July 18, 2002; amended at 34 Ill. Reg. 11505, effective July 26, 2010.

Section 24.10 Purpose

This Part establishes certain standards that shall apply to the issuance of all Illinois initial teaching certificates. The standards set forth in this Part shall apply both to candidates for certification and to the programs that prepare them. That is:

- a) approval of any preparation program or course of study in any teaching field pursuant to the State Board's rules for Certification (23 Ill. Adm. Code 25, Subpart C) shall be based on the congruence of that program's or course's content with the applicable standards identified in this Part; and
- b) the examinations required for issuance of an initial teaching certificate shall be based on the applicable standards set forth in this Part.

(Source: Amended at 34 Ill. Reg. 11505, effective July 26, 2010)

Section 24.100 The Illinois Professional Teaching Standards Through June 30, 2013

Beginning July 1, 2013, the provisions of this Section are replaced by Section 24.130 of this Part as the minimum requirements both for the approval of any teacher preparation program or course of study in any teaching field pursuant to the State Board's rules for Certification (23 Ill. Adm. Code 25.Subpart C) and the basis of the examinations required for issuance of an initial teaching certificate. Further limitations on institutions submitting applications for approval of new teacher preparation programs or courses of study are described in Section 24.130 of this Part.

- a) Content Knowledge - The competent teacher understands the central concepts, methods of inquiry, and structures of disciplines and creates learning experiences that make the content meaningful to all students.
 - 1) Knowledge Indicators – The competent teacher:
 - A) Understands major concepts, assumptions, debates, principles, and theories that are central to the disciplines in which certification is sought.
 - B) Understands the processes of inquiry central to the discipline.
 - C) Understands how students' conceptual frameworks and their misconceptions for an area of knowledge can influence their learning.
 - D) Understands the relationship of knowledge within the discipline to other content areas and to life and career applications.
 - E) Understands how a student's disability affects processes of inquiry and influences patterns of learning.
 - 2) Performance Indicators – The competent teacher:
 - A) Evaluates teaching resources and curriculum materials for their comprehensiveness, accuracy, and usefulness for representing particular ideas and concepts.
 - B) Uses differing viewpoints, theories, "ways of knowing" and methods of inquiry in teaching subject matter concepts.

- C) Engages students in generating and testing knowledge according to the process of inquiry and standards of evidence of the discipline.
 - D) Designs learning experiences to promote student skills in the use of technologies appropriate to the discipline.
 - E) Anticipates and adjusts for common misunderstandings of the disciplines that impede learning.
 - F) Uses a variety of explanations and multiple representations of concepts that capture key ideas to help students develop conceptual understanding.
 - G) Facilitates learning experiences that make connections to other content areas and to life and career experiences.
 - H) Designs learning experiences and utilizes adaptive devices/technology to provide access to general curricular content to individuals with disabilities.
- b) Human Development and Learning – The competent teacher understands how individuals grow, develop, and learn and provides learning opportunities that support the intellectual, social, and personal development of all students.
- 1) Knowledge Indicators – The competent teacher:
 - A) Understands how students construct knowledge, acquire skills, and develop habits of mind.
 - B) Understands that students’ physical, social, emotional, ethical, and cognitive development influences learning.
 - C) Understands human development, learning theory, neural science, and the ranges of individual variation within each domain.
 - D) Understands that differences in approaches to learning and performance interact with development.
 - E) Understands how to include student development factors when making instructional decisions.

- F) Knows the impact of cognitive, emotional, physical, and sensory disabilities on learning and communication processes.
- 2) Performance Indicators – The competent teacher:
- A) Analyzes individual and group performance in order to design instruction that meets learners’ current needs in the cognitive, social, emotional, ethical, and physical domains at the appropriate level of development.
 - B) Stimulates student reflection on prior knowledge and links new ideas to already familiar ideas and experiences.
 - C) Introduces concepts and principles at different levels of complexity so that they are meaningful to students at varying levels of development and to students with diverse learning needs.
- c) Diversity – The competent teacher understands how students differ in their approaches to learning and creates instructional opportunities that are adapted to diverse learners.
- 1) Knowledge Indicators – The competent teacher:
- A) Understands the areas of exceptionality in learning as defined in the Individuals with Disabilities Education Act (IDEA) and the State Board’s rules for Special Education (23 Ill. Adm. Code 226).
 - B) Understands the process of second language acquisition and strategies to support the learning of students whose first language is not English.
 - C) Understands how students’ learning is influenced by individual experiences, talents, and prior learning, as well as language, culture, family, and community values.
 - D) Understands and identifies differences in approaches to learning and performance, including different learning styles, multiple intelligences, and performance modes.
 - E) Understands cultural and community diversity through a well-grounded framework and understands how to learn about and

- incorporate students' experiences, cultures, and community resources into instruction.
- F) Understands personal cultural perspectives and biases and their effects on one's teaching.
- 2) Performance Indicators – The competent teacher:
- A) Facilitates a learning community in which individual differences are respected.
- B) Makes appropriate provisions (in terms of time and circumstances for work, tasks assigned, communication, and response modes) for individual students who have particular learning differences or needs.
- C) Uses information about students' families, cultures, and communities as a basis for connecting instruction to students' experiences.
- D) Uses cultural diversity and individual student experiences to enrich instruction.
- E) Uses a wide range of instructional strategies and technologies to meet and enhance diverse student needs.
- F) Identifies and designs instruction appropriate to students' stages of development, learning styles, strengths and needs.
- G) Identifies when and how to develop and implement strategies and interventions within the classroom and how to access appropriate services or resources to assist students with exceptional learning needs.
- H) Demonstrates positive regard for individual students and their families regardless of culture, religion, gender, sexual orientation, and varying abilities.
- d) Planning for Instruction – The competent teacher understands instructional planning and designs instruction based upon knowledge of the discipline, students, the community, and curriculum goals.

- 1) Knowledge Indicators – The competent teacher:
 - A) Understands the Illinois Learning Standards, curriculum development, content, learning theory, and student development and knows how to incorporate this knowledge in planning instruction.
 - B) Understands how to develop short- and long-range plans consistent with curriculum goals, learner diversity, and learning theory.
 - C) Understands how to take the contextual considerations of instructional materials, individual students’ interests, and career needs into account in planning instruction that creates an effective bridge between students’ experiences and career and educational goals.
 - D) Understands when and how to adjust plans based on students’ responses and other contingencies.
 - E) Understands how to integrate technology into classroom instruction.
 - F) Understands how to review and evaluate educational technologies to determine instructional value.
 - G) Understands how to use various technological tools to access and manage information.
 - H) Understands the uses of technology to address students’ needs.
- 2) Performance Indicators – The competent teacher:
 - A) Establishes expectations for students’ learning.
 - B) Applies principles of scope and sequence when planning curriculum and instruction.
 - C) Creates short-range and long-term plans to achieve the expectations for students’ learning.

- D) Creates and selects learning materials and learning experiences appropriate for the discipline and curriculum goals, relevant to the students, and based on students' prior knowledge and principles of effective instruction.
 - E) Creates multiple learning activities that allow for variation in students' learning styles and performance modes.
 - F) Incorporates experiences into instructional practices that relate to the students' current life experiences and to future career and work experiences.
 - G) Creates approaches to learning that are interdisciplinary and that integrate multiple content areas.
 - H) Develops plans based on students' responses and provides for different pathways based on students' needs.
 - I) Uses teaching resources and materials which have been evaluated for accuracy and usefulness.
 - J) Accesses and uses a wide range of information and instructional technologies to enhance students' learning.
 - K) Uses individualized education program (IEP) goals and objectives to plan instruction for students with disabilities.
- e) Learning Environment – The competent teacher uses an understanding of individual and group motivation and behavior to create a learning environment that encourages positive social interaction, active engagement in learning, and self-motivation.
- 1) Knowledge Indicators – The competent teacher:
 - A) Understands principles of and strategies for effective classroom management.
 - B) Understands how individuals influence groups and how groups function in society.

- C) Understands how to help students work cooperatively and productively in groups.
 - D) Understands factors that influence motivation and engagement and how to help students become self-motivated.
 - E) Knows procedures for inventorying the instructional environment to determine when and how best to meet a student's individual needs.
 - F) Knows applicable statutes, rules and regulations, procedural safeguards, and ethical considerations regarding planning and implementing behavioral change programs for individuals with disabilities.
 - G) Knows strategies for intervening in situations to prevent crises from developing or escalating.
 - H) Knows environmental arrangements that promote positive behavior and learning for students with diverse learning characteristics.
- 2) Performance Indicators – The competent teacher:
- A) Maintains proper classroom decorum.
 - B) Maximizes the amount of class time spent in learning by creating expectations and processes for communication and behavior along with a physical setting conducive to achieving classroom goals.
 - C) Uses strategies to create a smoothly functioning learning community in which students assume responsibility for themselves and one another, participate in decision-making, work collaboratively and independently, use appropriate technology, and engage in purposeful learning activities.
 - D) Analyzes the classroom environment and makes decisions to enhance social relationships, students' motivation and engagement in productive work through mutual respect, cooperation, and support for one another.

- E) Organizes, allocates, and manages time, materials, and physical space to provide active and equitable engagement of students in productive tasks.
 - F) Engages students in and monitors individual and group learning activities that help them develop the motivation to achieve.
 - G) Demonstrates a variety of effective behavior management techniques appropriate to the needs of all students, including those with disabilities (including implementing the least intrusive intervention consistent with the needs of these students).
 - H) Modifies the learning environment (including the schedule and physical arrangement) to facilitate appropriate behaviors and learning for students with diverse learning characteristics.
 - I) Uses a variety of approaches to promote social interaction between students with disabilities and students without disabilities.
 - J) Uses effective methods for teaching social skill development in all students.
- f) Instructional Delivery – The competent teacher understands and uses a variety of instructional strategies to encourage students’ development of critical thinking, problem-solving, and performance skills.
- 1) Knowledge Indicators – The competent teacher:
 - A) Understands the cognitive processes associated with various kinds of learning and how these processes can be stimulated.
 - B) Understands principles and techniques, along with advantages and limitations, associated with various instructional strategies.
 - C) Knows how to enhance learning through the use of a wide variety of materials as well as human and technological resources.
 - D) Understands the disciplinary and interdisciplinary approaches to learning and how they relate to life and career experiences.

- E) Knows techniques for modifying instructional methods, materials, and the environment to facilitate learning for students with disabilities and/or diverse learning characteristics.
- 2) Performance Indicators – The competent teacher:
- A) Evaluates how to achieve learning goals, choosing alternative teaching strategies and materials to achieve different instructional purposes and to meet students’ needs.
 - B) Uses multiple teaching and learning strategies to engage students in active learning opportunities that promote the development of critical thinking, problem-solving, and performance capabilities and that help students assume responsibility for identifying and using learning resources.
 - C) Monitors and adjusts strategies in response to learners’ feedback.
 - D) Varies his or her role in the instructional process as instructor, facilitator, coach, or audience in relation to the content and purposes of instruction and the needs of students.
 - E) Develops a variety of clear, accurate presentations and representations of concepts, using alternative explanations to assist students’ understanding and presenting diverse perspectives to encourage critical thinking.
 - F) Uses a wide range of instructional technologies to enhance students’ learning.
 - G) Develops curriculum that demonstrates an interconnection between subject areas that will reflect life and career experiences.
 - H) Uses strategies and techniques for facilitating meaningful inclusion of individuals with disabilities.
 - I) Uses technology appropriately to accomplish instructional objectives.
 - J) Adapts the general curriculum and uses instructional strategies and materials according to characteristics of the learner.

- K) Implements and evaluates individual learning objectives.
- g) Communication – The competent teacher uses knowledge of effective written, verbal, non-verbal, and visual communication techniques to foster active inquiry, collaboration, and supportive interaction in the classroom.
- 1) Knowledge Indicators – The competent teacher:
 - A) Understands communication theory, language development, and the role of language in learning.
 - B) Understands how cultural and gender differences can affect communication in the classroom.
 - C) Understands the social, intellectual, and political implications of language use and how they influence meaning.
 - D) Understands the importance of audience and purpose when selecting ways to communicate ideas.
 - 2) Performance Indicators – The competent teacher:
 - A) Models accurate, effective communication when conveying ideas and information and when asking questions and responding to students.
 - B) Uses effective questioning techniques and stimulates discussion in different ways for specific instructional purposes.
 - C) Creates varied opportunities for all students to use effective written, verbal, non-verbal, and visual communication.
 - D) Communicates with and challenges students in a supportive manner and provides students with constructive feedback.
 - E) Uses a variety of communication modes to effectively communicate with a diverse student population.
 - F) Practices effective listening, conflict resolution, and group-facilitation skills as a team member.

- G) Communicates using a variety of communication tools to enrich learning opportunities.
- h) Assessment – The competent teacher understands various formal and informal assessment strategies and uses them to support the continuous development of all students.
- 1) Knowledge Indicators – The competent teacher:
 - A) Understands assessment as a means of evaluating how students learn, what they know and are able to do in meeting the Illinois Learning Standards, and what kinds of experiences will support their further growth and development.
 - B) Understands the purposes, characteristics, and limitations of different kinds of assessments.
 - C) Understands measurement theory and assessment-related issues such as validity, reliability, bias, and scoring.
 - D) Understands how to use the results of assessment to reflect on and modify teaching.
 - E) Understands how to select, construct, and use assessment strategies and instruments for diagnosis and evaluation of learning and instruction.
 - F) Knows legal provisions, regulations, and guidelines regarding assessment (and inclusion in statewide assessments) of individuals with disabilities.
 - G) Knows methods for monitoring progress of individuals with disabilities.
 - H) Knows strategies that consider the influence of diversity and disability on assessment, eligibility, programming, and placement of students with disabilities.
 - 2) Performance Indicators – The competent teacher:

- A) Uses assessment results to diagnose students' learning needs, align and modify instruction, and design teaching strategies.
 - B) Appropriately uses a variety of formal and informal assessments to evaluate the understanding, progress, and performance of the individual student and the class as a whole.
 - C) Involves students in self-assessment activities to help them become aware of their strengths and needs and encourages them to establish goals for learning.
 - D) Maintains useful and accurate records of students' work and performance and communicates students' progress knowledgeably and responsibly to students, parents, and colleagues.
 - E) Uses appropriate technologies to monitor and assess students' progress.
 - F) Collaborates with families and other professionals involved in the assessment of individuals with disabilities.
 - G) Uses various types of assessment procedures appropriately, including the adaptation of procedures for individual students in specific contexts.
 - H) Uses technology appropriately in conducting assessments and interpreting results.
 - I) Uses assessment strategies and devices which are nondiscriminatory and take into consideration the impact of disabilities, methods of communication, cultural background, and primary language on measuring knowledge and performance of students.
- i) Collaborative Relationships – The competent teacher understands the role of the community in education and develops and maintains collaborative relationships with colleagues, parents/guardians, and the community to support students' learning and well-being.
- 1) Knowledge Indicators – The competent teacher:

- A) Understands schools as organizations within the larger community context.
 - B) Understands the benefits, barriers, and techniques involved in parent/family relationships.
 - C) Understands school- and work-based learning environments and the need for collaboration with business organizations in the community.
 - D) Understands the collaborative process.
 - E) Understands collaborative skills which are necessary to carry out the collaborative process.
 - F) Understands concerns of parents of individuals with disabilities and knows appropriate strategies to collaborate with parents in addressing these concerns.
 - G) Understands roles of individuals with disabilities, parents, teachers, and other school and community personnel in planning individualized education programs for students with disabilities.
- 2) Performance Indicators – The competent teacher:
- A) Initiates collaboration with others and creates situations where collaboration with others will enhance students' learning.
 - B) Works with colleagues to develop an effective learning climate within the school.
 - C) Participates in collaborative decision-making and problem-solving with other professionals to achieve success for students.
 - D) Develops relationships with parents and guardians to acquire an understanding of the students' lives outside of the school in a professional manner that is fair and equitable.
 - E) Works effectively with parents/guardians and other members of the community from diverse home and community situations and

- seeks to develop cooperative partnerships in order to promote students' learning and well-being.
- F) Identifies and uses community resources to enhance students' learning and to provide opportunities for students to explore career opportunities.
 - G) Collaborates in the development of comprehensive individualized education programs for students with disabilities.
 - H) Coordinates and/or collaborates in directing the activities of a classroom para-educator, volunteer, or peer tutor.
 - I) Collaborates with the student and family in setting instructional goals and charting progress of students with disabilities.
 - J) Communicates with team members about characteristics and needs of individuals with specific disabilities.
 - K) Implements and monitors individual students' programs, working in collaboration with team members.
 - L) Demonstrates the ability to co-teach and co-plan.
- j) Reflection and Professional Growth – The competent teacher is a reflective practitioner who continually evaluates how choices and actions affect students, parents, and other professionals in the learning community and actively seeks opportunities to grow professionally.
- 1) Knowledge Indicators – The competent teacher:
 - A) Understands that reflection is an integral part of professional growth and improvement of instruction.
 - B) Understands methods of inquiry that provide for a variety of self-assessment and problem-solving strategies for reflecting on practice.
 - C) Understands major areas of research on the learning process and resources that are available for professional development.

- D) Understands teachers' attitudes and behaviors that positively or negatively influence behavior of individuals with disabilities.
- 2) Performance Indicators – The competent teacher:
- A) Uses classroom observation, information about students, pedagogical knowledge, and research as sources for active reflection, evaluation, and revision of practice.
 - B) Collaborates with other professionals as resources for problem-solving, generating new ideas, sharing experiences, and seeking and giving feedback.
 - C) Participates in professional dialogue and continuous learning to support his/her own development as a learner and a teacher.
 - D) Actively seeks and collaboratively shares a variety of instructional resources with colleagues.
 - E) Assesses his or her own needs for knowledge and skills related to teaching students with disabilities and seeks assistance and resources.
- k) Professional Conduct and Leadership – The competent teacher understands education as a profession, maintains standards of professional conduct, and provides leadership to improve students' learning and well-being.
- 1) Knowledge Indicators – The competent teacher:
- A) Understands the unique characteristics of education as a profession.
 - B) Understands how school systems are organized and operate.
 - C) Understands school policies and procedures.
 - D) Understands legal issues in education.
 - E) Understands the importance of active participation and leadership in professional organizations.

- F) Is familiar with the rights of students with disabilities.
 - G) Knows the roles and responsibilities of teachers, parents, students, and other professionals related to special education.
 - H) Knows identification and referral procedures for students with disabilities.
- 2) Performance Indicators – The competent teacher:
- A) Contributes knowledge and expertise about teaching and learning to the profession.
 - B) Follows codes of professional conduct and exhibits knowledge and expectations of current legal directives.
 - C) Follows school policy and procedures, respecting the boundaries of professional responsibilities, when working with students, colleagues, and families.
 - D) Initiates and develops educational projects and programs.
 - E) Actively participates in or leads in such activities as curriculum development, staff development, and student organizations.
 - F) Participates, as appropriate, in policy design and development at the local level, with professional organizations, and/or with community organizations.
 - G) Demonstrates commitment to developing the highest educational and quality-of-life potential of individuals with disabilities.
 - H) Demonstrates positive regard for individual students and their families regardless of culture, religion, gender, and sexual orientation.
 - I) Promotes and maintains a high level of integrity in the practice of the profession.
 - J) Complies with local, State, and federal monitoring and evaluation requirements related to students with disabilities.

- K) Complies with local, State, and federal regulations and policies related to students with disabilities.
- L) Uses a variety of instructional and intervention strategies prior to initiating a referral of a student for special education.

(Source: Amended at 34 Ill. Reg. 11505, effective July 26, 2010)

Section 24.110 Language Arts Standards for All Illinois Teachers Through June 30, 2013

Beginning July 1, 2013, the provisions of this Section are replaced by Section 24.130 of this Part as the minimum requirements both for the approval of any teacher preparation program or course of study in any teaching field pursuant to the State Board's rules for Certification (23 Ill. Adm. Code 25.Subpart C) and the basis of the examinations required for issuance of an initial teaching certificate. Further limitations on institutions submitting applications for approval of new teacher preparation programs or courses of study are described in Section 24.130 of this Part.

- a) All teachers must know a broad range of literacy techniques and strategies for every aspect of communication and must be able to develop each student's ability to read, write, speak, and listen to his or her potential within the demands of the discipline.
 - 1) Knowledge Indicators – The competent teacher:
 - A) Understands and can articulate the needs for literacy development in general and in specific disciplines or at specific grade levels.
 - B) Understands effective literacy techniques to activate prior student knowledge and build schema to enhance comprehension of “text”.
 - C) Knows strategies and techniques for teaching communication skills to those students whose first language is not English.
 - 2) Performance Indicators – The competent teacher:
 - A) Practices effectively the language processes of reading, writing, and oral communication in the daily classroom exchange between student and teacher, between student and student, between teacher and “text,” and between student and “text”.
 - B) Practices effective literacy techniques to make reading purposeful and meaningful.
 - C) Practices effective questioning and discussion techniques to extend content knowledge acquired from “text”.
 - D) Uses a variety of “text” and research resources with students in an attempt to enhance students' learning from reading, learning from writing, and learning from oral communication.

- b) All teachers should model effective reading, writing, speaking, and listening skills during their direct and indirect instructional activities. The most important communicator in the classroom is the teacher, who should model English language arts skills.
- 1) Knowledge Indicators – The competent teacher:
 - A) Knows and understands the rules of English grammar, spelling, punctuation, capitalization, and syntax for both written and oral contexts.
 - B) Understands how to communicate ideas in writing to accomplish a variety of purposes.
 - 2) Performance Indicators – The competent teacher:
 - A) Models the rules of English grammar, spelling, punctuation, capitalization, and syntax in both written and oral contexts.
 - B) Reads, understands, and clearly conveys ideas from texts or other supplementary materials.
 - C) Writes and speaks in a well-organized and coherent manner that adapts to the individual needs of readers/listeners.
 - D) Expresses ideas orally with explanations, examples, and support in a clear, succinct style.
 - E) Helps students understand a variety of modes of writing (persuasive, descriptive, informative, and narrative).
 - F) Listens well.
- c) All teachers should give constructive instruction and feedback to students in both written and oral contexts while being aware of diverse learners' needs. Teachers should effectively provide a variety of instructional strategies, constructive feedback, criticism, and improvement strategies.
- 1) Knowledge Indicators – The competent teacher:

- A) Understands how to analyze an audience to determine culturally appropriate communication strategies to share ideas effectively in both written and oral formats with students and their families, other faculty and administrators, and the community and business in general.
 - B) Understands how to use diverse instructional strategies and assessments that include an appropriate balance of lecture, discussion, activity, and written and oral work.
- 2) Performance Indicators – The competent teacher:
- A) Analyzes content materials to determine appropriate strategies and techniques to create successful learning through reading, writing, speaking, and listening.
 - B) Assists students whose communication skills may be impeded by learning, language, and/or cultural differences, especially those whose first language is not English.
 - C) Conducts effective classroom discussions by managing groups, asking questions, eliciting and probing responses, and summarizing for comprehension.
 - D) Uses a variety of media to enhance and supplement instruction.
 - E) Uses multi-disciplinary instructional approaches.

(Source: Amended at 34 Ill. Reg. 11505, effective July 26, 2010)

Section 24.120 Technology Standards for All Illinois Teachers Through June 30, 2013

Beginning July 1, 2013, the provisions of this Section are replaced by Section 24.130 of this Part as the minimum requirements both for the approval of any teacher preparation program or course of study in any teaching field pursuant to the State Board's rules for Certification (23 Ill. Adm. Code 25.Subpart C) and the basis of the examinations required for issuance of an initial teaching certificate. Further limitations on institutions submitting applications for approval of new teacher preparation programs or courses of study are described in Section 24.130 of this Part.

- a) The competent teacher will have, and continually develop, the knowledge and skills in learning technologies to be able to appropriately and responsibly use tools, resources, processes, and systems to retrieve, assess, and evaluate information from various media. The competent teacher will use that knowledge, along with the necessary skills and information, to assist Illinois learners in solving problems, in communicating clearly, in making informed decisions, and in constructing new knowledge, products, or systems in diverse, engaged learning environments.
- b) Basic Computer/Technology Operations and Concepts – The competent teacher will use computer systems to run software; to access, generate, and manipulate data; and to publish results. He or she will also evaluate performance of hardware and software components of computer systems and apply basic trouble-shooting strategies as needed.
 - 1) Knowledge Indicator – The competent teacher understands how to run computer software; access, generate, and manipulate data; and publish results.
 - 2) Performance Indicators – The competent teacher:
 - A) Operates a multi-media computer system with related peripheral devices to successfully install and use a variety of software packages.
 - B) Uses appropriate terminology related to computers and technology in written and oral communications.
 - C) Describes and implements basic trouble-shooting techniques for multi-media computer systems with related peripheral devices.

- D) Uses imaging devices such as scanners, digital cameras, and/or video cameras with computer systems and software.
 - E) Demonstrates knowledge of uses of computers and technology in education, business and industry, and society.
- c) Personal and Professional Use of Technology – The competent teacher will apply tools for enhancing personal professional growth and productivity; will use technology in communicating, collaborating, conducting research, and solving problems and will promote equitable, ethical, and legal use of computer/technology resources.
- 1) Knowledge Indicator – The competent teacher understands how to use technology in communicating, collaborating, conducting research, and solving problems.
 - 2) Performance Indicators – The competent teacher:
 - A) Identifies computer and other related technology resources for facilitating life-long learning and emerging roles of the learner and the educator in engaged, collaborative learning environments.
 - B) Uses computers and other learning technologies to support problem-solving, data collection, information management, communications, presentations, and decision-making.
 - C) Uses productivity tools for word processing, database management, and spreadsheet applications, and basic multi-media presentations.
 - D) Uses computer-based technologies including telecommunications to access information and enhance personal and professional productivity.
 - E) Demonstrates awareness of resources for adaptive/assistive devices for students with special needs.
 - F) Demonstrates knowledge of ethical and legal issues concerning use of computers and technology.

- G) Adheres to copyright laws and guidelines in the access and use of information from various technologies.
 - H) Demonstrates knowledge of broadcast instruction, audio/video conferencing, and other distant learning applications.
 - I) Ensures policies and practices are in place to provide equal access to media and technology resources for students regardless of race, ethnicity, gender, religion, or socio-economic status.
- d) Application of Technology in Instruction – The competent teacher will apply learning technologies that support instruction in his or her grade level and subject areas. He or she must plan and deliver instructional units that integrate a variety of software, applications, and learning tools. Lessons developed must reflect effective grouping and assessment strategies for diverse populations.
- 1) Knowledge Indicator – The competent teacher understands how to apply learning technologies that support instruction in his or her grade level and subject areas.
 - 2) Performance Indicators – The competent teacher:
 - A) Explores, evaluates, and uses computer/technology resources, including applications, tools, educational software, and associated documentation.
 - B) Describes current instructional principles, research, and appropriate assessment practices as related to the use of computers and technology resources in the curriculum.
 - C) Designs, implements, and assesses student learning activities that integrate computers/technology for a variety of student grouping strategies and for diverse student populations.
 - D) Practices socially responsible, ethical, and legal use of technology, information, and software resources.
 - E) Designs student learning activities that foster equitable, ethical, and legal use of technology by students.

- e) Social, Ethical, and Human Issues – The competent teacher will apply concepts and skills in making decisions concerning the social, ethical, and human issues related to computing and technology. The competent teacher will understand the changes in information technologies, their effects on workplace and society, their potential to address life-long learning and workplace needs, and the consequences of misuse.
- 1) Knowledge Indicator – The competent teacher understands the social, ethical, and human issues related to computing and technology.
 - 2) Performance Indicators – The competent teacher:
 - A) Describes the historical development and important trends affecting the evolution of technology and its probable future roles in society.
 - B) Describes strategies for facilitating consideration of ethical, legal, and human issues involving school purchasing and policy decisions.
- f) Productivity Tools – The competent teacher will integrate advanced features of technology-based productivity tools to support instruction, extend communication outside the classroom, enhance classroom management, perform administrative routines more effectively, and become more productive in daily tasks.
- 1) Knowledge Indicator – The competent teacher knows advanced features of technology-based productivity tools.
 - 2) Performance Indicators – The competent teacher:
 - A) Uses advanced features of word processing, desktop publishing, graphics programs, and utilities to develop professional products.
 - B) Uses spreadsheets for analyzing, organizing, and displaying numeric data graphically.
 - C) Designs and manipulates databases and generates customized reports.
 - D) Uses teacher utility and classroom management tools to design solutions for a specific purpose.

- E) Identifies, selects, and integrates video and digital images in varying formats for use in presentations, publications, and/or other products.
 - F) Applies specific-purpose electronic devices (such as a graphing calculator, language translator, scientific probeware, or electronic thesaurus) in appropriate content areas.
 - G) Uses features of applications that integrate word processing, database, spreadsheet, communication, and other tools.
- g) Telecommunications and Information Access – The competent teacher will use telecommunications and information-access resources to support instruction.
- 1) Knowledge Indicator – The competent teacher knows how to access telecommunications resources to support instruction.
 - 2) Performance Indicators – The competent teacher:
 - A) Accesses and uses telecommunications tools and resources for information-sharing, remote information access and retrieval, and multi-media/hypermedia publishing.
 - B) Uses electronic mail and web browser applications for communications and for research to support instruction.
 - C) uses automated, on-line search tools and intelligent agents to identify and index desired information resources.
- h) Research, Problem Solving, and Product Development – The competent teacher will use computers and other technologies in research, problem solving, and product development. The competent teacher will appropriately use a variety of media, presentation, and authorizing packages; plan and participate in team and collaborative projects that require critical analysis and evaluation; and present products developed.
- 1) Knowledge Indicator – The competent teacher understands how to use computers and other technologies in research, problem solving, and product development.

- 2) Performance Indicators – The competent teacher:
 - A) Identifies basic principles of instructional design associated with the development of multimedia and hypermedia learning materials.
 - B) Develops simple hypermedia and multimedia products that apply basic instructional design principles.
 - C) Selects appropriate tools for communicating concepts, conducting research, and solving problems for an intended audience and purpose.
 - D) Identifies examples of emerging programming, authoring, or problem solving environments.
 - E) Collaborates with on-line workgroups to build bodies of knowledge around specific topics.
 - F) uses a computer projection device to support and deliver oral presentations.
 - G) Designs and publishes simple on-line documents that present information and include links to critical resources.
 - H) Develops instructional units that involve compiling, organizing, analyzing, and synthesizing of information, and uses technology to support these processes.
 - I) Conducts research and evaluates on-line sources of information that support and enhance the curriculum.
 - J) Makes use of development readings and other resource materials from professional and trade organizations to improve teaching learning.
 - K) Participates in courses and other professional development activities to enhance teaching and learning.
- i) Information Literacy Skills – The competent teacher will develop information literacy skills to be able to access, evaluate, and use information to improve teaching and learning.

- 1) Knowledge Indicator – The competent teacher understands how to access, evaluate, and use information to improve teaching and learning.
- 2) Performance Indicators – The competent teacher:
 - A) Models evaluation and use of information to solve problems and make decisions.
 - B) Expects students to intellectually access, evaluate, and use information to solve problems and make decisions in all subject areas.
 - C) Structures instruction and designs learning tasks and assignments to reflect higher-level thinking skills.
 - D) Structures and/or facilitates cooperative learning groups as part of students' tasks and assignments.

(Source: Amended at 34 Ill. Reg. 11505, effective July 26, 2010)

Section 24.130 The Illinois Professional Teaching Standards Beginning July 1, 2013

No later than July 1, 2013, all approved teacher preparation programs shall submit the course of study for that program with evidence that the program's or course's content is congruent with the standards identified in this Section. An application for approval of a new preparation program or course of study submitted on or after November 1, 2010, shall provide evidence of congruence with the standards identified in this Section. No later than September 1, 2013, the assessment of professional teaching (APT) required for the issuance of an initial teaching certificate under 23 Ill. Adm. Code 25.720 (Certification) shall be based on the standards set forth in this Section.

- a) Teaching Diverse Students – The competent teacher understands the diverse characteristics and abilities of each student and how individuals develop and learn within the context of their social, economic, cultural, linguistic, and academic experiences. The teacher uses these experiences to create instructional opportunities that maximize student learning.
 - 1) Knowledge Indicators – The competent teacher:
 - A) understands the spectrum of student diversity (e.g., race and ethnicity, socioeconomic status, special education, gifted, English language learners (ELL), sexual orientation, gender, gender identity) and the assets that each student brings to learning across the curriculum;
 - B) understands how each student constructs knowledge, acquires skills, and develops effective and efficient critical thinking and problem-solving capabilities;
 - C) understands how teaching and student learning are influenced by development (physical, social and emotional, cognitive, linguistic), past experiences, talents, prior knowledge, economic circumstances and diversity within the community;
 - D) understands the impact of cognitive, emotional, physical, and sensory disabilities on learning and communication pursuant to the Individuals with Disabilities Education Improvement Act (also referred to as “IDEA”) (20 USC 1400 et seq.), its implementing regulations (34 CFR 300; 2006), Article 14 of the School Code [105 ILCS 5/Art.14] and 23 Ill. Adm. Code 226 (Special Education);
 - E) understands the impact of linguistic and cultural diversity on learning and communication;

- F) understands his or her personal perspectives and biases and their effects on one's teaching; and
 - G) understands how to identify individual needs and how to locate and access technology, services, and resources to address those needs.
- 2) Performance Indicators – The competent teacher:
- A) analyzes and uses student information to design instruction that meets the diverse needs of students and leads to ongoing growth and achievement;
 - B) stimulates prior knowledge and links new ideas to already familiar ideas and experiences;
 - C) differentiates strategies, materials, pace, levels of complexity, and language to introduce concepts and principles so that they are meaningful to students at varying levels of development and to students with diverse learning needs;
 - D) facilitates a learning community in which individual differences are respected; and
 - E) uses information about students' individual experiences, families, cultures, and communities to create meaningful learning opportunities and enrich instruction for all students.
- b) Content Area and Pedagogical Knowledge – The competent teacher has in-depth understanding of content area knowledge that includes central concepts, methods of inquiry, structures of the disciplines, and content area literacy. The teacher creates meaningful learning experiences for each student based upon interactions among content area and pedagogical knowledge, and evidence-based practice.
- 1) Knowledge Indicators – The competent teacher:
- A) understands theories and philosophies of learning and human development as they relate to the range of students in the classroom;
 - B) understands major concepts, assumptions, debates, and principles; processes of inquiry; and theories that are central to the disciplines;

- C) understands the cognitive processes associated with various kinds of learning (e.g., critical and creative thinking, problem-structuring and problem-solving, invention, memorization, and recall) and ensures attention to these learning processes so that students can master content standards;
 - D) understands the relationship of knowledge within the disciplines to other content areas and to life applications;
 - E) understands how diverse student characteristics and abilities affect processes of inquiry and influence patterns of learning;
 - F) knows how to access the tools and knowledge related to latest findings (e.g., research, practice, methodologies) and technologies in the disciplines;
 - G) understands the theory behind and the process for providing support to promote learning when concepts and skills are first being introduced; and
 - H) understands the relationship among language acquisition (first and second), literacy development, and acquisition of academic content and skills.
- 2) Performance Indicators – The competent teacher:
- A) evaluates teaching resources and materials for appropriateness as related to curricular content and each student’s needs;
 - B) uses differing viewpoints, theories, and methods of inquiry in teaching subject matter concepts;
 - C) engages students in the processes of critical thinking and inquiry and addresses standards of evidence of the disciplines;
 - D) demonstrates fluency in technology systems, uses technology to support instruction and enhance student learning, and designs learning experiences to develop student skills in the application of technology appropriate to the disciplines;
 - E) uses a variety of explanations and multiple representations of concepts that capture key ideas to help each student develop conceptual understanding and address common misunderstandings;

- F) facilitates learning experiences that make connections to other content areas and to life experiences;
 - G) designs learning experiences and utilizes assistive technology and digital tools to provide access to general curricular content to individuals with disabilities;
 - H) adjusts practice to meet the needs of each student in the content areas; and
 - I) applies and adapts an array of content area literacy strategies to make all subject matter accessible to each student.
- c) Planning for Differentiated Instruction – The competent teacher plans and designs instruction based on content area knowledge, diverse student characteristics, student performance data, curriculum goals, and the community context. The teacher plans for ongoing student growth and achievement.
- 1) Knowledge Indicators – The competent teacher:
 - A) understands the Illinois Learning Standards (23 Ill. Adm. Code 1. Appendix D), curriculum development process, content, learning theory, assessment, and student development and knows how to incorporate this knowledge in planning differentiated instruction;
 - B) understands how to develop short- and long-range plans, including transition plans, consistent with curriculum goals, student diversity, and learning theory;
 - C) understands cultural, linguistic, cognitive, physical, and social and emotional differences, and considers the needs of each student when planning instruction;
 - D) understands when and how to adjust plans based on outcome data, as well as student needs, goals, and responses;
 - E) understands the appropriate role of technology, including assistive technology, to address student needs, as well as how to incorporate contemporary tools and resources to maximize student learning;

- F) understands how to co-plan with other classroom teachers, parents or guardians, paraprofessionals, school specialists, and community representatives to design learning experiences; and
 - G) understands how research and data guide instructional planning, delivery, and adaptation.
- 2) Performance Indicators – The competent teacher:
- A) establishes high expectations for each student’s learning and behavior;
 - B) creates short-term and long-term plans to achieve the expectations for student learning;
 - C) uses data to plan for differentiated instruction to allow for variations in individual learning needs;
 - D) incorporates experiences into instructional practices that relate to a student’s current life experiences and to future life experiences;
 - E) creates approaches to learning that are interdisciplinary and that integrate multiple content areas;
 - F) develops plans based on student responses and provides for different pathways based on student needs;
 - G) accesses and uses a wide range of information and instructional technologies to enhance a student’s ongoing growth and achievement;
 - H) when planning instruction, addresses goals and objectives contained in plans developed under Section 504 of the Rehabilitation Act of 1973 (29 USC 794), individualized education programs (IEP) (see 23 Ill. Adm. Code 226 (Special Education)) or individual family service plans (IFSP) (see 23 Ill. Adm. Code 226 and 34 CFR 300.24; 2006);
 - I) works with others to adapt and modify instruction to meet individual student needs; and

- J) develops or selects relevant instructional content, materials, resources, and strategies (e.g., project-based learning) for differentiating instruction.
- d) Learning Environment – The competent teacher structures a safe and healthy learning environment that facilitates cultural and linguistic responsiveness, emotional well-being, self-efficacy, positive social interaction, mutual respect, active engagement, academic risk-taking, self-motivation, and personal goal-setting.
- 1) Knowledge Indicators – The competent teacher:
 - A) understands principles of and strategies for effective classroom and behavior management;
 - B) understands how individuals influence groups and how groups function in society;
 - C) understands how to help students work cooperatively and productively in groups;
 - D) understands factors (e.g., self-efficacy, positive social interaction) that influence motivation and engagement;
 - E) knows how to assess the instructional environment to determine how best to meet a student’s individual needs;
 - F) understands laws, rules, and ethical considerations regarding behavior intervention planning and behavior management (e.g., bullying, crisis intervention, physical restraint);
 - G) knows strategies to implement behavior management and behavior intervention planning to ensure a safe and productive learning environment; and
 - H) understands the use of student data (formative and summative) to design and implement behavior management strategies.
 - 2) Performance Indicators – The competent teacher:
 - A) creates a safe and healthy environment that maximizes student learning;

- B) creates clear expectations and procedures for communication and behavior and a physical setting conducive to achieving classroom goals;
 - C) uses strategies to create a smoothly functioning learning community in which students assume responsibility for themselves and one another, participate in decision-making, work collaboratively and independently, use appropriate technology, and engage in purposeful learning activities;
 - D) analyzes the classroom environment and makes decisions to enhance cultural and linguistic responsiveness, mutual respect, positive social relationships, student motivation, and classroom engagement;
 - E) organizes, allocates, and manages time, materials, technology, and physical space to provide active and equitable engagement of students in productive learning activities;
 - F) engages students in and monitors individual and group-learning activities that help them develop the motivation to learn;
 - G) uses a variety of effective behavioral management techniques appropriate to the needs of all students that include positive behavior interventions and supports;
 - H) modifies the learning environment (including the schedule and physical arrangement) to facilitate appropriate behaviors and learning for students with diverse learning characteristics; and
 - I) analyzes student behavior data to develop and support positive behavior.
- e) Instructional Delivery – The competent teacher differentiates instruction by using a variety of strategies that support critical and creative thinking, problem-solving, and continuous growth and learning. This teacher understands that the classroom is a dynamic environment requiring ongoing modification of instruction to enhance learning for each student.
- 1) Knowledge Indicators – The competent teacher:
 - A) understands the cognitive processes associated with various kinds of learning;

- B) understands principles and techniques, along with advantages and limitations, associated with a wide range of evidence-based instructional practices;
 - C) knows how to implement effective differentiated instruction through the use of a wide variety of materials, technologies, and resources;
 - D) understands disciplinary and interdisciplinary instructional approaches and how they relate to life and career experiences;
 - E) knows techniques for modifying instructional methods, materials, and the environment to facilitate learning for students with diverse learning characteristics;
 - F) knows strategies to maximize student attentiveness and engagement;
 - G) knows how to evaluate and use student performance data to adjust instruction while teaching; and
 - H) understands when and how to adapt or modify instruction based on outcome data, as well as student needs, goals, and responses.
- 2) Performance Indicators – The competent teacher:
- A) uses multiple teaching strategies, including adjusted pacing and flexible grouping, to engage students in active learning opportunities that promote the development of critical and creative thinking, problem-solving, and performance capabilities;
 - B) monitors and adjusts strategies in response to feedback from the student;
 - C) varies his or her role in the instructional process as instructor, facilitator, coach, or audience in relation to the content and purposes of instruction and the needs of students;
 - D) develops a variety of clear, accurate presentations and representations of concepts, using alternative explanations to assist students' understanding and presenting diverse perspectives to encourage critical and creative thinking;

- E) uses strategies and techniques for facilitating meaningful inclusion of individuals with a range of abilities and experiences;
 - F) uses technology to accomplish differentiated instructional objectives that enhance learning for each student;
 - G) models and facilitates effective use of current and emerging digital tools to locate, analyze, evaluate, and use information resources to support research and learning;
 - H) uses student data to adapt the curriculum and implement instructional strategies and materials according to the characteristics of each student;
 - I) uses effective co-planning and co-teaching techniques to deliver instruction to all students;
 - J) maximizes instructional time (e.g., minimizes transitional time); and
 - K) implements appropriate evidence-based instructional strategies.
- f) Reading, Writing, and Oral Communication – The competent teacher has foundational knowledge of reading, writing, and oral communication within the content area and recognizes and addresses student reading, writing, and oral communication needs to facilitate the acquisition of content knowledge.
- 1) Knowledge Indicators – The competent teacher:
 - A) understands appropriate and varied instructional approaches used before, during, and after reading, including those that develop word knowledge, vocabulary, comprehension, fluency, and strategy use in the content areas;
 - B) understands that the reading process involves the construction of meaning through the interactions of the reader's background knowledge and experiences, the information in the text, and the purpose of the reading situation;
 - C) understands communication theory, language development, and the role of language in learning;

- D) understands writing processes and their importance to content learning;
 - E) knows and models standard conventions of written and oral communications;
 - F) recognizes the relationships among reading, writing, and oral communication and understands how to integrate these components to increase content learning;
 - G) understands how to design, select, modify, and evaluate a wide range of materials for the content areas and the reading needs of the student;
 - H) understands how to use a variety of formal and informal assessments to recognize and address the reading, writing, and oral communication needs of each student; and
 - I) knows appropriate and varied instructional approaches, including those that develop word knowledge, vocabulary, comprehension, fluency, and strategy use in the content areas.
- 2) Performance Indicators – The competent teacher:
- A) selects, modifies, and uses a wide range of printed, visual, or auditory materials, and online resources appropriate to the content areas and the reading needs and levels of each student (including ELLs, and struggling and advanced readers);
 - B) uses assessment data, student work samples, and observations from continuous monitoring of student progress to plan and evaluate effective content area reading, writing, and oral communication instruction;
 - C) facilitates the use of appropriate word identification and vocabulary strategies to develop each student’s understanding of content;
 - D) teaches fluency strategies to facilitate comprehension of content;
 - E) uses modeling, explanation, practice, and feedback to teach students to monitor and apply comprehension strategies independently, appropriate to the content learning;

- F) teaches students to analyze, evaluate, synthesize, and summarize information in single texts and across multiple texts, including electronic resources;
 - G) teaches students to develop written text appropriate to the content areas that utilizes organization (e.g., compare/contrast, problem/solution), focus, elaboration, word choice, and standard conventions (e.g., punctuation, grammar);
 - H) integrates reading, writing, and oral communication to engage students in content learning;
 - I) works with other teachers and support personnel to design, adjust, and modify instruction to meet students' reading, writing, and oral communication needs; and
 - J) stimulates discussion in the content areas for varied instructional and conversational purposes.
- g) *Assessment* – The competent teacher understands and uses appropriate formative and summative assessments for determining student needs, monitoring student progress, measuring student growth, and evaluating student outcomes. The teacher makes decisions driven by data about curricular and instructional effectiveness and adjusts practices to meet the needs of each student.
- 1) Knowledge Indicators – The competent teacher:
 - A) understands the purposes, characteristics, and limitations of different types of assessments, including standardized assessments, universal screening, curriculum-based assessment, and progress monitoring tools;
 - B) understands that assessment is a means of evaluating how students learn and what they know and are able to do in order to meet the Illinois Learning Standards;
 - C) understands measurement theory and assessment-related issues, such as validity, reliability, bias, and appropriate and accurate scoring;
 - D) understands current terminology and procedures necessary for the appropriate analysis and interpretation of assessment data;

- E) understands how to select, construct, and use assessment strategies and instruments for diagnosis and evaluation of learning and instruction;
 - F) knows research-based assessment strategies appropriate for each student;
 - G) understands how to make data-driven decisions using assessment results to adjust practices to meet the needs of each student;
 - H) knows legal provisions, rules, and guidelines regarding assessment and assessment accommodations for all student populations; and
 - I) knows assessment and progress monitoring techniques to assess the effectiveness of instruction for each student.
- 2) Performance Indicators – The competent teacher:
- A) uses assessment results to determine student performance levels, identify learning targets, select appropriate research-based instructional strategies, and implement instruction to enhance learning outcomes;
 - B) appropriately uses a variety of formal and informal assessments to evaluate the understanding, progress, and performance of an individual student and the class as a whole;
 - C) involves students in self-assessment activities to help them become aware of their strengths and needs and encourages them to establish goals for learning;
 - D) maintains useful and accurate records of student work and performance;
 - E) accurately interprets and clearly communicates aggregate student performance data to students, parents or guardians, colleagues, and the community in a manner that complies with the requirements of the Illinois School Student Records Act [105 ILCS 10], 23 Ill. Adm. Code 375 (Student Records), the Family Educational Rights and Privacy Act (FERPA) (20 USC 1232g) and its implementing regulations (34 CFR 99; December 9, 2008);

- F) effectively uses appropriate technologies to conduct assessments, monitor performance, and assess student progress;
 - G) collaborates with families and other professionals involved in the assessment of each student;
 - H) uses various types of assessment procedures appropriately, including making accommodations for individual students in specific contexts; and
 - I) uses assessment strategies and devices that are nondiscriminatory, and take into consideration the impact of disabilities, methods of communication, cultural background, and primary language on measuring knowledge and performance of students.
- h) Collaborative Relationships – The competent teacher builds and maintains collaborative relationships to foster cognitive, linguistic, physical, and social and emotional development. This teacher works as a team member with professional colleagues, students, parents or guardians, and community members.
- 1) Knowledge Indicators – The competent teacher:
 - A) understands schools as organizations within the larger community context;
 - B) understands the collaborative process and the skills necessary to initiate and carry out that process;
 - C) collaborates with others in the use of data to design and implement effective school interventions that benefit all students;
 - D) understands the benefits, barriers, and techniques involved in parent and family collaborations;
 - E) understands school- and work-based learning environments and the need for collaboration with all organizations (e.g., businesses, community agencies, nonprofit organizations) to enhance student learning;
 - F) understands the importance of participating on collaborative and problem-solving teams to create effective academic and behavioral interventions for all students;

- G) understands the various models of co-teaching and the procedures for implementing them across the curriculum;
 - H) understands concerns of families of students with disabilities and knows appropriate strategies to collaborate with students and their families in addressing these concerns; and
 - I) understands the roles and the importance of including students with disabilities, as appropriate, and all team members in planning individualized education programs (i.e, IEP, IFSP, Section 504 plan) for students with disabilities.
- 2) Performance Indicators – The competent teacher:
- A) works with all school personnel (e.g., support staff, teachers, paraprofessionals) to develop learning climates for the school that encourage unity, support a sense of shared purpose, show trust in one another, and value individuals;
 - B) participates in collaborative decision-making and problem-solving with colleagues and other professionals to achieve success for all students;
 - C) initiates collaboration with others to create opportunities that enhance student learning;
 - D) uses digital tools and resources to promote collaborative interactions;
 - E) uses effective co-planning and co-teaching techniques to deliver instruction to each student;
 - F) collaborates with school personnel in the implementation of appropriate assessment and instruction for designated students;
 - G) develops professional relationships with parents and guardians that result in fair and equitable treatment of each student to support growth and learning;
 - H) establishes respectful and productive relationships with parents or guardians and seeks to develop cooperative partnerships to promote student learning and well-being;

- I) uses conflict resolution skills to enhance the effectiveness of collaboration and teamwork;
 - J) participates in the design and implementation of individualized instruction for students with special needs (i.e., IEPs, IFSP, transition plans, Section 504 plans), ELLs, and students who are gifted; and
 - K) identifies and utilizes community resources to enhance student learning and to provide opportunities for students to explore career opportunities.
- i) Professionalism, Leadership, and Advocacy – The competent teacher is an ethical and reflective practitioner who exhibits professionalism; provides leadership in the learning community; and advocates for students, parents or guardians, and the profession.
- 1) Knowledge Indicators – The competent teacher:
 - A) evaluates best practices and research-based materials against benchmarks within the disciplines;
 - B) knows laws and rules (e.g., mandatory reporting, sexual misconduct, corporal punishment) as a foundation for the fair and just treatment of all students and their families in the classroom and school;
 - C) understands emergency response procedures as required under the School Safety Drill Act [105 ILCS 128/1], including school safety and crisis intervention protocol, initial response actions (e.g., whether to stay in or evacuate a building), and first response to medical emergencies (e.g., first aid and life-saving techniques);
 - D) identifies paths for continuous professional growth and improvement, including the design of a professional growth plan;
 - E) is cognizant of his or her emerging and developed leadership skills and the applicability of those skills within a variety of learning communities;
 - F) understands the roles of an advocate, the process of advocacy, and its place in combating or promoting certain school district practices affecting students;

- G) understands local and global societal issues and responsibilities in an evolving digital culture; and
 - H) understands the importance of modeling appropriate dispositions in the classroom.
- 2) Performance Indicators – The competent teacher:
- A) models professional behavior that reflects honesty, integrity, personal responsibility, confidentiality, altruism and respect;
 - B) maintains accurate records, manages data effectively, and protects the confidentiality of information pertaining to each student and family;
 - C) reflects on professional practice and resulting outcomes; engages in self-assessment; and adjusts practices to improve student performance, school goals, and professional growth;
 - D) communicates with families, responds to concerns, and contributes to enhanced family participation in student education;
 - E) communicates relevant information and ideas effectively to students, parents or guardians, and peers, using a variety of technology and digital-age media and formats;
 - F) collaborates with other teachers, students, parents or guardians, specialists, administrators, and community partners to enhance students' learning and school improvement;
 - G) participates in professional development, professional organizations, and learning communities, and engages in peer coaching and mentoring activities to enhance personal growth and development;
 - H) uses leadership skills that contribute to individual and collegial growth and development, school improvement, and the advancement of knowledge in the teaching profession;
 - I) proactively serves all students and their families with equity and honor and advocates on their behalf, ensuring the learning and well-being of each child in the classroom;

- J) is aware of and complies with the mandatory reporter provisions of Section 4 of the Abused and Neglected Child Reporting Act [325 ILCS 5/4];
- K) models digital etiquette and responsible social actions in the use of digital technology; and
- L) models and teaches safe, legal, and ethical use of digital information and technology, including respect for copyright, intellectual property, and the appropriate documentation of sources.

(Source: Added at 34 Ill. Reg. 11505, effective July 26, 2010)