

## 99 Performance Indicators ↓

STANDARD 1: PROFESSIONAL AND ETHICAL CONDUCT				Skill Required			
1.1	Respect and promote UAE values	1.1.1	Respect and promote UAE heritage and culture, including Islamic values.	1.1.1.1	Integrate the heritage and culture of the UAE into teaching and learning		
				1.1.1.2	Implement school policies and procedures that promote appreciation of the heritage and culture of the UAE.		
				1.1.1.3	Integrate knowledge of and respect for Islamic values and how they influence UAE society into teaching and learning experiences and related activities		
		1.1.2	Promote and implement the national educational vision and direction.	1.1.2.1	Align planning and teaching with the educational vision and aspirations of the emirate.		
				1.1.2.2	Align planning and teaching with the educational vision and aspirations of the UAE.		
		1.1.3	Promote multi-cultural awareness and global citizenship.	1.1.3.1	Demonstrate respect for cultural and other diversities within the school community.		
				1.1.3.2	Encourage learners to respect diversity and multiculturalism in society.		
		1.2	Demonstrate personal and professional ethics	1.2.1	Demonstrate integrity.	1.2.1.1	Act honestly in professional relationships with individuals and organisations.
						1.2.1.2	Follow the national Code of Ethics.
1.2.1.3	Follow the organisational Code of Conduct.						
1.2.2	Demonstrate respect and fairness.			1.2.2.1	Listen to and consider the perspectives of colleagues.		
				1.2.2.2	Provide equal opportunities for all learners and parents.		
1.2.3	Model a positive work ethic.			1.2.3.1	Demonstrate high levels of attendance and punctuality.		
				1.2.3.2	Demonstrate high standards of work quality.		
1.3.1	Ensure physical, emotional and psychological wellbeing of learners.		1.3.1.1	Implement school policies and procedures that safeguard learners' physical, emotional and psychological wellbeing.			
			1.3.1.2	Create a learning environment that promotes learners' optimal performance.			
				Advocate with colleagues and			

1.3	Be accountable for and to learners	1.3.2	Promote learners' achievement and their interest.	1.3.2.1	parents for the best interests of learners.
				1.3.2.2	Contribute to innovative approaches to optimise learners' achievements.
				1.3.2.3	Contribute to purposeful developments across school that fulfil learners' talents, interests, capabilities and aspirations.
		1.3.3	Set high expectation for learners.	1.3.3.1	Set high expectations of learners in terms of commitment to school work and behavior.
				1.3.3.2	Design learning experiences that foster entrepreneurial spirit and innovation to suit all learners.
1.4	Comply with national and organisational expectations	1.4.1	Comply with legislative requirements.	1.4.1.1	Follow emirate and national laws and regulations.
		1.4.2	Comply with organisational requirements.	1.4.1.2	Follow school regulations.

1.5	Establish communication and collaboration	1.5.1	Establish and maintain positive professional relationships with learners.	1.5.1.1	Establish efficient classroom routines.
				1.5.1.2	Create a supportive, respectful and purposeful learning environment.
		1.5.2	Establish and maintain positive professional relationships with colleagues.	1.5.2.1	Work collaboratively with colleagues.
				1.5.2.2	Extend collaboration through relevant emirate, national and international networks.
				1.5.2.3	Work respectfully with school leadership.
				1.5.2.4	Share ideas and opinions constructively.
		1.5.3	Establish and maintain positive professional relationships with parents and the wider community.	1.5.3.1	Engage parents as partners in their children's learning.
				1.5.3.2	Utilise relationships with the wider community to enhance learners' experiences.

STANDARD 2: PROFESSIONAL KNOWLEDGE					
		2.1.1	Demonstrate knowledge of developmental stages.	2.1.1.1	Integrate knowledge of stages of personal development into teaching and learning experiences and related activities.
				2.1.1.2	Integrate knowledge of stages of cognitive development into teaching and learning experiences and related activities.

2.1	Demonstrate knowledge of learning, development and diversity	2.1.2	Demonstrate knowledge of learner diversity.	2.1.2.1	Integrate knowledge of learning differences between genders into teaching and learning experiences and related activities.
				2.1.2.2	Integrate knowledge of variations in learner language proficiency into teaching and learning experiences and related activities.
				2.1.2.3	Integrate knowledge of cultural differences into teaching and learning experiences and related activities.
				2.1.2.4	Integrate knowledge of cognitive differences into teaching and learning experiences and related activities.

2.2	Demonstrate knowledge of curriculum	2.2.1	Demonstrate knowledge of scope and sequence of the curriculum.	2.2.1.1	Integrate knowledge of curriculum construction and progression into teaching and learning experiences and related activities.
				2.2.1.2	Integrate knowledge of emirate, national and relevant international attainment standards into teaching and learning experiences and related activities.
		2.2.2	Demonstrate knowledge of the area/s of responsibility.	2.2.2.1	Produce curriculum and lesson planning that shows sound subject knowledge.
				2.2.2.2	Demonstrate subject knowledge within, before and beyond the phase/s taught within, before and beyond the phase/s taught.
				2.2.2.3	Produce lesson planning that shows sound knowledge of effective content delivery.
		2.2.3	Demonstrate knowledge of core learning skills development across the curriculum.	2.2.3.1	Produce lesson planning that identifies cross-curricular connections.
				2.2.3.2	Produce lesson planning that includes the development of core learning skills.
		2.2.4	Demonstrate proficiency in the language of instruction.	2.2.4.1	Demonstrate sound oral and written language skills.
				2.2.4.2	Model language that enables learners to communicate effectively.

2.3	Demonstrate knowledge of theoretical basis of teaching	2.3.1	Demonstrate knowledge of educational research and learning theories.	2.3.1.1	Integrate knowledge of key educational research and theories into teaching and learning experiences and related activities.
				2.3.1.2	Identify appropriate applications of educational research and learning theories.
		2.3.2	Demonstrate knowledge of pedagogical approaches.	2.3.2.1	Integrate knowledge of different pedagogical approaches into teaching and learning experiences and related activities.
				2.3.2.2	Select pedagogical approaches appropriate to teacher objectives and learner needs.

				2.3.2.3	Integrate knowledge of learning technologies into teaching and learning experiences and related activities.
		2.3.3	Demonstrate knowledge of relevant educational policies.	2.3.3.1	Follow relevant educational policies.

**STANDARD 3: PROFESSIONAL**

3.1	Promote positive learning environments	3.1.1	Create a high quality learning environment that is safe, supportive and motivating for learners.	3.1.1.1	Organise the classroom and its facilities to ensure the physical safety, comfort and emotional security of learners.
				3.1.1.2	Plan and implement lessons that engage learners and motivate them to take responsibility for their learning, develop their independence and creativity, and optimise their achievement.
				3.1.2.1	Establish routines to facilitate efficient and effective teaching and learning.
		3.1.2	Establish a purposeful work ethos with high expectations for learners.	3.1.2.2	Establish high expectations for learners and provide appropriate levels of support and challenge.
				3.1.3.1	Organise furniture, equipment, and resources effectively to facilitate learning and develop learners' independence
		3.1.3	Optimise the use of available resources to create an environment conducive to learning.	3.1.3.2	Use available space to display information and learners' work.
				3.1.4	Promote a culture of positive behavior management.
		3.1.4.2	Apply consistent, positive approaches to deal with unwanted behaviours, taking into account social and emotional factors.		
		3.1.4.3	Support the development of self-discipline and personal responsibility.		

	Demonstrate learner-centred teaching	3.2.1	Plan and implement lessons with clear, measurable objectives that respond to the diverse needs of learners.	3.2.1.1	Know learners well and consider their specific personal and academic needs.
				3.2.1.2	Plan and implement lessons with clear objectives appropriate to the needs of different groups of learners.
				3.2.1.3	Use support staff effectively to facilitate the implementation of lessons that meet the diverse needs of learners.
		3.2.2.1	Monitor progress and adjust teaching to ensure the progress of different groups of learners.		

3.2		3.2.2	Implement strategies to optimise the personal development and academic progress of learners	3.2.2.2	Provide appropriate levels of challenge to high achievers.
				3.2.2.3	Utilise a range of strategies and approaches to meet the needs of all learners.
				3.2.2.4	Collaborate with parents, colleagues and outside specialists to provide holistic support for learners with special educational needs.
		3.2.3	Manage classroom logistics to optimise teaching and learning.	3.2.3.1	Demonstrate understanding of learner dynamics by arranging groupings to optimise learning.
				3.2.3.2	Manage teaching time and transitions to optimise learning.
		3.2.4	Optimise the use of available resources and learning technologies.	3.2.4.1	Integrate learning technologies into teaching and learning experiences and related activities.
				3.2.4.2	Promote responsible and safe technology use by learners.

3.3	Use assessment for learning	3.3.1	Use varied assessments to measure learner achievement, including relevant national and international assessments.	3.3.1.1	Use assessment of prior learning to establish individual starting points.
				3.3.1.2	Use ongoing formative assessment to measure progress.
				3.3.1.3	Use summative assessments – with reference to relevant benchmarks- to measure learner attainment and progress.
				3.3.1.4	Provide opportunities for learner reflection and self-assessment.
				3.3.1.5	Use appropriate tools and strategies to assess the academic progress and personal development of learners with special educational needs.
				3.3.2.1	Use assessment information to guide lesson planning.
	3.3.2	Analyse and use assessment data to inform planning, teaching and curriculum review.	3.3.2.2	Use assessment information to adjust teaching to meet the needs of all learners.	
			3.3.2.3	Use assessment information to provide ongoing diagnostic feedback - written and oral - to help learners make progress.	
			3.3.2.4	Use assessment information to review and modify the curriculum.	
			3.3.3.1	Use agreed methods to inform parents about learners' academic progress, personal development and next steps.	
	3.3.3	Communicate assessment information to parents.	3.3.3.2	Provide timely information to parents about any concerns.	

**STANDARD 4: PROFESSIONAL**

--	--	--	--	--	--

4.1	Reflect on own practice	4.1.1	Reflect and self-assess in relation to school, national and relevant international professional standards.	4.1.1.1	Reflect critically on own practice and self-assess in relation to appropriate professional standards.
				4.1.1.2	Engage in discussions with colleagues to create consistent understanding of professional standards.
		4.1.2	Reflect on the effect of practices of teaching and learning to improve learner achievement.	4.1.2.1	Use a range of strategies to reflect critically on own teaching in relation to its effectiveness for learners.
				4.1.2.2	Seek feedback from learners, parents and colleagues.
		4.1.3	Identify own professional strengths and opportunities for professional growth and practice.	4.1.3.1	Discuss key professional strengths and identify areas for development.
				4.1.3.2	Reflect constructively on feedback from learners, parents and colleagues.
		4.1.4	Develop an individual professional development plan aligned to school and national priorities.	4.1.4.1	Identify challenging professional goals.
				4.1.4.2	Plan appropriate strategies and timelines to meet professional goals.

4.2	Engage in professional growth	4.2.1	Engage in professional growth activities aligned to professional development plan.	4.2.1.1	Engage in collaborative professional learning communities within and beyond the school.
				4.2.1.2	Share professional knowledge and practices to facilitate professional growth of self and colleagues.
				4.2.1.3	Engage in action research to enhance teaching and learning.
		4.2.2	Demonstrate awareness that digital technologies are a key element in teaching and learning.	4.2.2.1	Develop technology skills continuously to maintain up to date knowledge and application.

4.3	Determine impact on learner achievement	4.3.1	Evaluate the impact of professional development activities on teaching practices.	4.3.1.1	Apply outcomes of professional development activities judiciously to enhance efficiency and effectiveness of teaching.
				4.3.1.2	Evaluate the impact of the outcomes of professional development on teaching practices.
		4.3.2	Evaluate the impact of professional development activities on learner achievement.	4.3.2.1	Apply outcomes of professional development activities judiciously to improve learner outcomes.
				4.3.2.2	Evaluate the impact of professional development on learner achievement.

