**Performance Standard 9: Professionalism**

The teacher consistently exhibits a commitment to professional ethics and the school's mission, participates in professional growth opportunities to support student learning, and contributes to the profession.

**Sample Performance Indicators**

*Examples may include, but are not limited to:*

**The teacher:**

9.1 Carries out duties in accordance with federal and state laws, Code of Ethics, and established state and local school board policies, regulations, and practices.

9.2 Maintains professional demeanor and behavior (e.g., appearance, punctuality and attendance).

9.3 Respects and maintains confidentiality.

9.4 Evaluates and identifies areas of personal strengths and weaknesses related to professional skills and their impact on student learning and sets goals for improvement.

9.5 Participates in ongoing professional growth activities based on identified areas for improvement (e.g., mentoring, peer coaching, course work, conferences) and incorporates learning into classroom activities.

9.6 Demonstrates flexibility in adapting to school change.

9.7 Engages in activities outside the classroom intended for school and student enhancement.

Contemporary effective teacher research has found that an effective teacher:

- Recognizes levels of involvement, ranging from networking to collaboration.  
- Encourages linking professional growth goals to professional development opportunities.
- Encourages cognizance of the legal issues associated with educational records, and respects and maintains confidentiality.

<table>
<thead>
<tr>
<th>Exemplary</th>
<th>Proficient</th>
<th>Needs Development</th>
<th>Ineffective</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>In addition to meeting the requirements for Proficient...</strong></td>
<td><strong>Proficient is the expected level of performance.</strong></td>
<td><strong>The teacher inconsistently supports the school’s mission or seldom participates in professional growth opportunities.</strong></td>
<td><strong>The teacher shows a disregard toward professional ethics or the school’s mission or rarely takes advantage of professional growth opportunities.</strong></td>
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<tr>
<td>The teacher continually engages in a high level of professional growth and application of skills and contributes to the development of others and the well-being of the school and community. (Teachers rated as Exemplary continually seek ways to serve as role models or teacher leaders.)</td>
<td>The teacher consistently exhibits a commitment to professional ethics and the school’s mission, participates in professional growth opportunities to support student learning, and contributes to the profession.</td>
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Across all levels, teachers are expected to abide by the Code of Ethics ([http://www.gapsc.com/Rules/Current/Ethics/505-6-.01.pdf](http://www.gapsc.com/Rules/Current/Ethics/505-6-.01.pdf)).