

INSTRUCTIONAL SPECIALIST FRAMEWORK

<p style="text-align: center;">Domain 1: PLANNING AND PREPARATION</p> <p>1a Demonstrates Understanding of the Underlying Research, Theories, Knowledge, and Skills of the Discipline <ul style="list-style-type: none"> • Content knowledge • Research-based practices and strategies </p> <p>1b Identifies the Instructional Improvement Needs of the Teachers Served <ul style="list-style-type: none"> • Instructional improvement needs • Teacher support strategies </p> <p>1c Identifies Clear, Specific and Appropriate Goals for the Instructional Support Program <ul style="list-style-type: none"> • Program goals • Collaborative design • Goal alignment </p> <p>1d Identifies Resources for the Instructional Support Program that are Available within and also Outside the School/District <ul style="list-style-type: none"> • Appropriate resources • Range of resources • Teachers sharing </p> <p>1e Plans a Coherent Program of Instructional Support Fully Integrated with the School Program <ul style="list-style-type: none"> • Instructional support integration • Coherent service • School program coherence </p> <p>1f Develops a Plan and Process for the Ongoing Assessment and Improvement of the Instructional Support Program <ul style="list-style-type: none"> • Assessment of implementation • Forms of evidence • Practice-focused discussions </p>	<p style="text-align: center;">Domain 2: ENVIRONMENT</p> <p>2a Creates a Respectful and Emotionally Safe Culture that Promotes Collaboration <ul style="list-style-type: none"> • Specialist collaboration • Instructional improvement practices </p> <p>2b Promotes a Culture of Continuous Instructional Improvement <ul style="list-style-type: none"> • Evaluation of implementation • Teacher support </p> <p>2c Develops Processes and Procedures for Teachers to Participate in Support Activities <ul style="list-style-type: none"> • Clear processes & procedures • Stakeholder participation </p> <p>2d Establishes Clearly Defined Norms for Professional Conduct <ul style="list-style-type: none"> • Clear norms • Observed norms • Adult interactions </p> <p>2e Organizes Physical Space for Professional Learning <ul style="list-style-type: none"> • Organization • Design of space • Use of space </p>
<p style="text-align: center;">Domain 4: PROFESSIONAL RESPONSIBILITIES</p> <p>4a Reviews and Reflects on Practice to Inform Improvement <ul style="list-style-type: none"> • Accurate • Focused on improvement • Specific recommendations </p> <p>4b Follows Established Procedures for Developing and Submitting Accurate and Timely Records, Budgets and Reports <ul style="list-style-type: none"> • Records • Reports • Budget • Accurate submission </p> <p>4c Coordinates Improvement Efforts with Other Specialists <ul style="list-style-type: none"> • Clear, aligned approach • Collaboration </p> <p>4d Engages with the Larger School Community <ul style="list-style-type: none"> • Leadership role • Contributions </p> <p>4e Enhances Professional Capacity Through Ongoing Professional Learning <ul style="list-style-type: none"> • Proactive • Feedback from others • Learning application </p> <p>4f Demonstrates Professionalism by Adhering to the Highest Standards of Integrity and Confidentiality <ul style="list-style-type: none"> • Ethical standards • Professional standards • Trustworthiness </p>	<p style="text-align: center;">Domain 3: DELIVERY OF SERVICE</p> <p>3a Collaborates with Teachers to Design Rigorous, Standards-based Classroom Instruction <ul style="list-style-type: none"> • Collaborative design • Teacher-initiated </p> <p>3b Addresses the Instructional Improvement Needs of the Teachers Served <ul style="list-style-type: none"> • Teacher informed • Quality • Appropriate for needs </p> <p>3c Engages Teachers in Learning New Instructional Strategies And Practices <ul style="list-style-type: none"> • Teacher engagement • Collaboration </p> <p>3d Provides Relevant and Timely Feedback to Teachers <ul style="list-style-type: none"> • Evidence formats • Quality feedback • Use of feedback </p> <p>3e Provides Responsive Professional Support <ul style="list-style-type: none"> • Proactive service • Adaptation of services • Stakeholder input </p>