

PROFESSIONAL STANDARDS FOR MICHIGAN TEACHERS

Upon entry into an approved teacher preparation program in Michigan, teacher candidates experience ongoing professional development as reflected in the standards below. These research-based standards provide a framework of rigorous subject matter knowledge from general and liberal education, relevant pedagogical knowledge for optimal student learning, achievement, and participation in a global society. A certified teacher within the state of Michigan must initially possess and be able to demonstrate continued growth in:

1. Subject Matter Knowledge-Base in General and Liberal Education

An understanding and appreciation of general and liberal arts, including English, literature, humanities, social sciences, mathematics, natural or physical sciences, and the arts, including the ability to:

- a. Synthesize, analyze, reflect upon and write with clarity and structure about ideas, information, and from a general and liberal education, and the relationships between the various disciplines;
- b. Understand and appreciate free inquiry in English, literature, humanities, social sciences, mathematics, natural or physical sciences, and the arts;
- c. Understand global and international perspectives of the disciplines;
- d. Understand the tenets of a free, democratic, and pluralistic society;
- e. Understand and respect varying points of view and the influence of one's own and others' ethics and values;
- f. Understand and respect the role, rights and value of the individual in a free democratic society;
- g. Understand technology and its use for gathering, processing, evaluating, and communicating ideas and information;
- h. Understand the similarities and differences within our culture that support the importance of common good and responsible citizenship within our American society;
- i. Understand the constitutions and histories of the United States and Michigan;
- j. Understand and respect individual differences, including the differences identified within the State Board of Education (SBE) Universal Education Vision and Principles; and
- k. Demonstrate the abilities and skills necessary for effective communication in speech, writing, and multimedia using content, form, voice, and style appropriate to the audience and purpose (e.g., to reflect, persuade, inform, analyze, entertain, inspire).

2. Instructional Design and Assessment

Facilitation of learning and achievement of all students (in accordance with the SBE Universal Education Vision and Principles), including the ability to:

- a. Apply knowledge of human growth, development, and learning theory to design and implement instruction for the continuing development of students' cognitive, affective, physical, emotional, and social capacities;
- b. Assess learning and differentiate instruction to maximize student achievement and to accommodate differences in backgrounds, learning modes, disabilities, aptitudes, interests, and levels of maturity;
- c. Understand the connections between instructional decisions, grading and assessment data. Use formal and informal, as well as formative and summative, assessments to evaluate learning and ensure the academic achievement of all students;
- d. Discern the extent to which personal belief systems and values may affect the instructional process and grading, and adjust instruction and interactions, accordingly;
- e. Differentiate instruction in an environment that facilitates each student's learning and access to an equitable education;
- f. Design and implement instruction based on Michigan Curriculum Framework (MCF), using multiple approaches to accommodate the diverse backgrounds, abilities, and needs of students, and modify instruction based on assessment data;
- g. Understand, design, and implement grading processes and assessments using multiple approaches to accommodate diverse backgrounds, abilities and needs of students;
- h. Exercise informed judgment in planning and managing time and resources to attain goals and objectives;
- i. Promote literacy in a variety of contexts, (e.g., numeric, graphics, textual, multi-media, artistic, and digital); and
- j. Design, adopt, implement and advocate for accommodations including assistive communicative devices, assistive technologies, and multiple strategies to enhance learning opportunities according to each student's needs.

3. Curricular and Pedagogical Content Knowledge Aligned with State Resources

Knowledge of subject matter and pedagogy with reference to the Michigan Curriculum Framework and other state sponsored resources, for consistent and equitable learning in Michigan schools, including the ability to:

- a. Design and implement instruction aligned with the Michigan Curriculum Framework, Universal Education Vision and Principles, and the Michigan Educational Technology Standards;
- b. Create learning environments that promote critical and higher order thinking skills, foster the acquisition of deep knowledge, and provide connections beyond the classrooms to promote substantive conversation and clear structured writing among teachers and learners regarding subject matter acquisition;
- c. Help each student to learn how to safely and responsibly access and use resources to become a discerning, independent learner and problem solver (e.g. print materials, information technology, assistive technology);
- d. Design instruction so that students are engaged in actively integrating and transferring knowledge across the curriculum;
- e. Engage students in activities that demonstrate the purpose and function of subject matter to make connections to the world beyond the classroom and enhance the relationship and relevance to a global society;
- f. Evaluate, adapt and modify instructional strategies, technologies and other educational resources to enhance the learning of each student; and
- g. Embrace teaching through appropriate and creative activities utilizing instructional techniques that are supported by current research.

4. Effective Learning Environments

- Management and monitoring of time, relationships, students, and classrooms to enhance learning, including the ability to:
- Engage students in meaningful learning experiences, while maximizing the use of instructional time;
 - Structure the classroom environment to promote positive peer interactions and positive self-esteem, to ensure that each student is a valued participant in an inclusive learning community;
 - Construct a learning environment and grading process where both teacher and students have high expectations and mutually understand what is expected of each other to foster optimal achievement of all students;
 - Design and implement a classroom management plan that utilizes respectful disciplinary techniques to ensure a safe, and orderly learning environment (e.g., instructional procedures utilizing the concepts presented in the State Board of Education's Positive Behavior Support Policy 2006), which is conducive to learning and takes into account diverse needs of individual students;
 - Understand and uphold the legal and ethical responsibilities of teaching, (e.g., federal & state laws and SBE policies pertaining to positive and effective learning environments, appropriate behavioral interventions, student retention, truancy, child abuse, safety, first aid, health, and communicable disease);
 - Use a variety of teaching methodologies and techniques, (e.g., lectures, demonstrations, group discussions, cooperative learning, small-group activities, and technology-enhanced lessons) and objectively assess the effectiveness of various instructional approaches and teacher actions for impact on student learning;
 - Establish a learning environment which invites/welcomes collaborative teaching practices; and
 - Differentiate between assessment and evaluation procedures and use appropriately.

5. Responsibilities and Relationships to the School, Classroom, and Student

- Systematic reflection to organize and improve teaching and develop effective relationships, including the ability to:
- Uphold the State of Michigan Professional Code of Ethics and engage in meaningful self-evaluation;
 - Identify and use current research to reflect on and improve one's own practice related to content, technology, pedagogy, and other factors that impact student achievement;
 - Develop positive relationships with other teachers, parents/guardians, students, administrators, counselors, and other personnel to benefit students and to influence one's own professional growth;
 - Analyze the effects of teacher dispositions, decisions and actions upon others (e.g., families, other personnel, and all students, including those with disabilities) and adjust interactions accordingly;
 - Embrace and model teaching as a lifelong learning process and continue efforts to develop professionally;
 - Involve and work effectively with parents/guardians and implement school-wide parent involvement plans to maximize opportunities for student achievement and success;
 - Interact with parents/guardians using best practices for personal and technology-based communication, to maximize student learning at school, home, and in the local community; and
 - Participate in the development of individualized plans for students with disabilities (Individual Education Plan [IEP]).

6. Responsibilities and Relationships to the Greater Community

- Participation in professional, local, state, national, and global learning communities, including the ability to:
- Understand the structure, function, purpose, and value of education and schools in a free, democratic, and pluralistic society;
 - Synthesize a teacher's role in a changing society with the evolution of educational foundations and policy perspectives;
 - Demonstrate an understanding of and participate in related organizations and activities in the communities in which the teacher works;
 - Use community and home resources to enhance school programs and instruction;
 - Design learning activities for students that involve volunteer groups, civic and social organizations, and relevant public services agencies; and
 - Participate with professional educators, school personnel, and other stakeholders in collaborative and cooperative planning, decision-making, and implementation to improve educational systems at all levels.

7. Technology Operations and Concepts

- Use of technological tools, operations and concepts to enhance learning, personal/professional productivity, and communication, including the ability to:
- Understand the equity, ethical, legal, social, physical, and psychological issues surrounding the use of technology in K-12 schools and apply those principles in practice;
 - Successfully complete and reflect upon collaborative on-line learning experiences;
 - Demonstrate an understanding of, and the ability to create an online learning experience and demonstrate continued growth in knowledge of technology operations, resource evaluation for quality, objectivity, and reliability and concepts, including strategies for teaching and learning in an online environment;
 - Plan, design and evaluate effective technology-enhanced learning environments and experiences aligned with Michigan's Content Standards and Grade Level Content Expectations and Michigan Educational Technology Standards for each student;
 - Implement curriculum plans that include effective technology-enhanced methods and strategies to maximize student learning;
 - Apply technology to facilitate a variety of effective assessment and evaluation strategies; and
 - Use technology to engage in ongoing professional development, practice, productivity, and communication and life-long learning.