



St. Johns County Schools

Human Resources Department

Florida Professional Educator Competencies Verification

Name _____ Full SS# _____ Work Location _____ Hire Date _____

Principal's Initials indicate
Employee MET Competency

1. Instructional Design and Lesson Planning

Applying concepts from human development and learning theories, the effective educator consistently:

- A. Aligns instruction with state adopted standards at the appropriate level of rigor. _____
- B. Sequences lessons and concepts to ensure coherence and required prior knowledge. _____
- C. Designs instruction for students to achieve mastery. _____
- D. Selects appropriate formative assessments to monitor learning. _____
- E. Uses a variety of data to evaluate learning outcomes, adjust planning, and improve the effectiveness of the lessons. _____
- F. Develops learning experiences that require students to demonstrate a variety of applicable skills and competencies. _____

2. Learning Environment

To maintain a student-centered learning environment that is safe, organized, equitable, flexible, inclusive, and collaborative, the effective educator consistently:

- A. Organizes, allocates, and manages the resources of time, space, and attention. _____
- B. Manages individual and class behaviors through a well-planned management system. _____
- C. Conveys high expectations to all students. _____
- D. Respects students' cultural, linguistic and family background. _____
- E. Models clear, acceptable oral and written communication skills. _____
- F. Maintains a climate of openness, inquiry, fairness and support. _____
- G. Integrates current information and communication technologies. _____
- H. Adapts the learning environment to accommodate the differing needs and diversity of students. _____
- I. Utilizes current and emerging assistive technologies that enable students to participate in high-quality communication. _____

3. Instructional Delivery and Facilitation

The effective educator consistently utilizes a deep and comprehensive knowledge of the subject taught to:

- A. Deliver engaging and challenging lessons. _____
- B. Deepen and enrich student's understanding through content area literacy strategies, verbalization of thought, and application of the subject matter. _____
- C. Identify gaps in students' subject matter knowledge. _____
- D. Modify instruction to respond to preconceptions or misconceptions. _____
- E. Relate and integrate the subject matter with other disciplines and life experiences. _____
- F. Employ higher-order questioning techniques. _____
- G. Apply varied instructional strategies and resources including technology. _____
- H. Differentiate instruction based on assessment of student learning needs and recognition of individual differences in students. _____
- I. Support, encourage, and provide immediate and specific feedback to students to promote student achievement. _____
- J. Utilize student feedback to monitor instructional needs and to adjust instruction. _____

4. Assessment

The effective educator consistently:

- A. Analyzes and applies data from multiple assessments and measures to diagnose students' learning needs, informs instruction based on those needs, and drives the learning process. _____
- B. Designs and aligns formative and summative assessments that match learning objectives and lead to mastery. _____
- C. Uses a variety of assessment tools to monitor student progress, achievement and learning gains. _____
- D. Modifies assessments and testing conditions to accommodate learning styles and varying levels of knowledge. _____
- E. Shares the importance and outcomes of student assessment data with the student and the student's parent/caregiver. _____
- F. Applies technology to organize and integrate assessment information. _____

5. Continuous Professional Improvement

The effective educator consistently:

- A. Designs purposeful professional goals to strengthen the effectiveness of instruction based on students' needs. _____
- B. Examines and uses data-informed research to improve instruction and student achievement. _____
- C. Collaborates with the home, school and larger communities to foster communication and to support student learning and continuous improvement. _____
- D. Engages in targeted professional growth opportunities and reflective practices, both independently and in collaboration with colleagues. _____
- E. Implements knowledge and skills learned in professional development in the teaching and learning process. _____

6. Professional Responsibility and Ethical Conduct

The effective educator consistently:

- A. Understands that educators are held to a high moral standard in a community. _____
- B. Adheres to the Code of Ethics and the Principles of Professional Conduct of the Education Profession of Florida. _____
- C. Is responsible, dependable and punctual. _____
- D. Follows school and district policy. _____

DID NOT MEET PROFESSIONAL EDUCATOR COMPETENCIES. (P.E.C.)

The Supervisor/Administrator signature below indicates that _____ did not meet all Florida Professional Educator
Teacher name
Competencies outlined in this document. Comment regarding failure to meet PEC (required) _____

Are you requesting a chance for the teacher to attempt to meet competencies next school year? _____

Supervisor/Administrator signature

Date

MET PROFESSIONAL EDUCATOR COMPETENCIES (P.E.C.)

By my signature below I verify the following for, _____
Teacher name

- 1) This teacher has worked under my supervision for the equivalent of one full teaching calendar year (at least 99 days).
- 2) During the time that this teacher has worked for me, I have had numerous opportunities to observe and counsel him/her in a variety of settings within our school, and I have provided him/her with assistive, developmental and corrective feedback as needed.
- 3) At least two formal observations have been completed on behalf of this teacher with an overall final evaluation of "Developing" or higher.

Supervisor/Administrator signature

Date

Teacher signature

Date

***PLEASE SUBMIT ORIGINAL TO CERTIFICATION, HUMAN RESOURCES**

BELOW LINE CERTIFICATION ONLY*

Certification Specialist signature

Date submitted to FL. Dept. of Education

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