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|  | **Guidelines for the Professional Standards for Teachers** |
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| Public Comment Draft - April 2024 |
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Contents

[Introduction 2](#_Toc162740038)

[Acknowledgements 3](#_Toc162740039)

[Context 4](#_Toc162740040)

[History of the Professional Standards for Teachers 4](#_Toc162740041)

[Redefining Effective Practice 4](#_Toc162740042)

[Audience 7](#_Toc162740046)

[Organization and Structure of the Professional Standards for Teachers 9](#_Toc162740047)

[Standards, Indicators, and Elements 10](#_Toc162740048)

[Differentiated Practice Levels 11](#_Toc162740049)

[Professional Standards for Teachers At-a-Glance 13](#_Toc162740050)

[Professional Standards for Teachers and Practice Levels 14](#_Toc162740051)

[Standard I: Curriculum, Planning, and Assessment 14](#_Toc162740052)

[Standard II: Teaching All Students 17](#_Toc162740053)

[Standard III: Family and Community Engagement 19](#_Toc162740054)

[Standard IV: Professional Culture 20](#_Toc162740055)

[Considerations for Educator Preparation Programs 22](#_Toc162740056)

[Appendix A: Regulations Governing the Professional Standards for Teachers 27](#_Toc162740059)

[Appendix B: Crosswalk to SEI Indicators 29](#_Toc162740060)

[Appendix C: Crosswalk Between Essential Elements and Demonstrate Elements 33](#_Toc162740061)

[Appendix D: Guidance for Teacher Candidates 36](#_Toc162740062)

[Appendix E: Guidance for Field Supervisors 37](#_Toc162740063)

[Appendix F: Glossary of Terms 38](#_Toc162740064)

[Appendix G: Additional Acknowledgements 41](#_Toc162740065)

[Appendix H: Works Cited 44](#_Toc162740070)

# Introduction

Dear Educators,

The Department of Elementary and Secondary Education (DESE), educator preparation programs, and PK-12 schools and districts each strive to ensure that all students in Massachusetts have access to diverse and effective educators. While this focus has contributed to continued achievement for students overall, disparities in PK-12 student experiences and outcomes persist, in particular for Black, Hispanic and Latino, Asian, Indigenous, and/or Multiracial learners.

Effective educators in Massachusetts are those who use evidence-based practices to create affirming environments where students have a sense of belonging, engage in deeper learning, and are held to high expectations with targeted support ([DESE Educational Vision, 2023](https://www.doe.mass.edu/commissioner/vision/)). The *Guidelines for the Professional Standards for Teachers* articulate the expectation that all aspiring teachers be prepared to use evidence-based practices that will well serve all students in Massachusetts, particularly those from systemically marginalized groups and communities, such that they will have equitable opportunities to excel in all content areas across all grades.

These Guidelines were shaped and informed by contributions from over 200 educator preparation personnel, preparation candidates and recent completers, district and school leaders, educators, and PK-12 students and families from across the Commonwealth. We have deep gratitude for these stakeholders’ feedback. We also appreciate the members of the Professional Standards for Teachers and Candidate Assessment of Performance Working Group who collaborated closely with DESE to update these Guidelines. Their contributions underscore a collective commitment to preparing teachers in evidence-based practices, including anti-racist and culturally and linguistically sustaining practices, to meet the needs of all students.

We commit to continuing to work with these and other stakeholders to improve the experiences and outcomes of the PK-12 students, current educators, and future educators of Massachusetts.

In partnership,

The Office of Educator Effectiveness
Massachusetts Department of Elementary and Secondary Education

# Acknowledgements

#### Professional Standards for Teachers and Candidate Assessment of Performance Working Group

Revisions to the *Guidelines for the Professional Standards for Teachers* were supported by the following educator preparation leaders and faculty, program supervisors, supervising practitioners, hiring principals, and PK-12 administrators and classroom teachers. Each was selected for their commitment to anti-racist teaching practices as well as their recent, nuanced, and varied experiences with the Professional Standards for Teachers.

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**Ruth Whalen Crockett,** Director New Teachers Collaborative, Francis W. Parker Charter Essential School

Revisions to the Guidelineswere directly informed by updates to the *Classroom Teacher Model Rubric,* which reflects input from educators, students, and families across Massachusetts on anti-racist, inclusive, and equitable practices (see [Appendix G](#_Appendix_FG:_Additional) for the list of individuals who contributed to this work).

# Context

## History of the Professional Standards for Teachers

The Massachusetts Board of Elementary and Secondary Education (BESE) and the Department of Elementary and Secondary Education (DESE) have made educator effectiveness a priority to ensure that all students in every school and classroom have access to effective educators.

Since 2014, the Professional Standards for Teachers (PSTs) have aligned expectations for pre-service teacher candidates with the [Standards of Effective Teaching Practice](https://www.doe.mass.edu/edeffectiveness/standards/teaching/default.html) for in-service teachers employed in Massachusetts’ school districts. This direct alignment supports consistent, high expectations for educator preparation, induction and mentoring, professional development, and evaluation throughout the Commonwealth.

The PSTs define the pedagogical and professional knowledge and skills required of all teachers who complete Massachusetts-based educator preparation programs. They inform which practices are emphasized and evaluated in coursework and field-based experiences, including expectations for the Candidate Assessment of Performance (CAP), which all teacher candidates are required to complete to be endorsed for Initial licensure.

## Redefining Effective Practice

### DESE’s Educational Vision

In 2023, DESE embarked on a new [Educational Vision](https://www.doe.mass.edu/commissioner/vision/), which captures DESE’s commitment to ensure that all students in Massachusetts will:

* **Attain academic knowledge and skills**: achieve in a comprehensive and diverse range of subjects and apply their competencies in relevant, real-world contexts;
* **Understand and value self**: know their own strengths, interests, and areas of growth, be self-aware, be a self-advocate, and make responsible decisions;
* **Understand and value others**: understand differences and multiple perspectives, empathize with others, and build connections with peers and adults; and
* **Engage with the world**: understand and think critically about local, national, and world events and societal systems; and create positive change through civic action;

So that they can:

* **Be curious and creative**: find joy in learning and pursue their interests; use innovative thinking to approach opportunities and solve challenges, including those previously unseen;
* **Shape their path**: determine and be well-prepared to thrive in life, college, and/or career;
* **Feel connected**: see themselves as valuable and involved members of their communities, and be aware of their independence and interdependence; and
* **Be empowered**: play a role in advocating for equity, justice, and liberty in their communities and beyond.

Furthering this vision requires centering evidence-based practices that enable beginning educators to effectively serve *all* students. Statewide [data show](https://www.doe.mass.edu/infoservices/reports/) ongoing disparities in experiences and outcomes for Black, Hispanic and Latino, Asian, Indigenous, and/or Multiracial students, as well as multilingual learners and students with disabilities.[[1]](#footnote-2) This is especially true for students with intersecting underserved identities.[[2]](#footnote-3) In order to change this reality, all educators must be supported to develop and consistently use evidence-based practices, including anti-racist and culturally and linguistically sustaining practices.

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| **All Students**: Each and every student, inclusive of, but not limited to, students of all races, ethnicities, cultures, languages, socioeconomic statuses, sexual orientations, gender identities, and abilities, with particular focus on those who have been systematically marginalized or underserved, such as those students who identify as Black, Hispanic or Latino, Asian, Indigenous, and/or Multiracial.  **Anti-Racist Practices**: Demonstrate that all racial groups are equals in their differences and resist and dismantle inequities due to individual and systemic racism to advance racial equity. The use of these practices fosters the development of an anti-racist school/classroom culture. **Culturally and Linguistically Sustaining Practices**: Affirm and value students' cultures, prior experiences, and linguistic resources to make learning more relevant and effective; promote academic achievement, cultural competence, and sociopolitical awareness; and value multilingualism as an asset. These practices are essential for all students in the classroom, regardless of their background, culture, or identity. All students benefit from an approach that is intended to meet the needs of diverse learners, expand cultural competence and socio-political consciousness, and provide explicit instruction in the functions of language. ([Supporting Culturally and Linguistically Sustaining Practices](https://www.doe.mass.edu/instruction/culturally-sustaining/default.html))**Evidence-Based Practices**: Have evidence to show that they are effective at producing results and improving outcomes when implemented as supported by valid and reliable research. Evidence-based practices include, but are not limited to, culturally and linguistically sustaining practices and use of high-quality curricular materials. DESE believes that the strongest evidence-based instructional practices have evidence of efficacy across diverse populations of students, including students from historically underserved groups and communities.See [Appendix F](#_Appendix_F:_Glossary) for definitions of additional terms used throughout the Guidelines. |

### Updates to the Standards of Effective Practice

The [Standards of Effective Practice](https://www.doe.mass.edu/edeffectiveness/standards/teaching/default.html) establish a statewide definition of effective teaching and leadership for in-service PK-12 educators and guide professional learning and evaluation throughout the state. The standards and indicators are translated into rubrics that describe practice at different performance levels. Since their release in 2011, DESE has engaged with a wide range of stakeholders to support ongoing refinement and continuous improvement. In 2024, DESE will release updated elements for the Standards of Effective Practice that center evidence-based practices, including anti-racist and culturally and linguistically sustaining practices.

In support of these updates, DESE facilitated roundtables with students and families from a variety of backgrounds and communities in 2021-2022 to discuss the characteristics and practices of great teachers. DESE then collaborated with educators on the [Principal and Teacher Advisory Cabinets](https://www.doe.mass.edu/amazingeducators/cabinets/) to embed these culturally and linguistically sustaining practices within the elements in the Standards of Effective Teaching Practice. The recommendations were shared with a cross-DESE advisory group and an external advisory group of expert practitioners for additional feedback.

The resulting updated elements in the Standards of Effective Teaching Practice and corresponding [Model Rubric for Classroom Teachers](https://www.doe.mass.edu/edeval/rubrics/updates/) are being piloted in PK-12 school districts during the 2023-2024 school year. After final revisions, DESE will release the new model rubric for classroom teachers in 2024-2025.

### Updates to the Professional Standards for Teachers

To ensure continued consistency between expectations for pre-service and in-service teachers, the PSTs have been revised to align with the updated elements in the Standards of Effective Practice.

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| **Level** | **Overview of Revisions to the PSTs** |
| Standards | The four standards were not changed, per [603 CMR 7.08(02).](https://www.doe.mass.edu/lawsregs/603cmr7.html?section=08)  |
| Indicators | In **Standard II**, four indicators are no longer included separately as they are now fully embedded into others: * II-C Cultural Proficiency is reflected throughout the PSTs because it is considered integral to all indicators.
* II-D Expectations is a core component of I-A Curriculum and Planning and II-A Instruction.
* II-E Social and Emotional Learning is now reflected in II-A Curriculum and Planning and II-B Learning Environment.
* II-F Classroom Management is represented in II-B Learning Environment.

In **Standard IV**, indicators are grouped together where they represent similar or complementary practices: * IV-A Reflection and IV-B Professional Growth are now IV-A Reflective Practice and Professional Growth.
* IV-C Collaboration, IV-D Decision-making, and IV-E Shared Responsibility are now IV-B Shared Responsibility, Collaboration, and Decision-Making.

The SEI indicators are now integrated throughout as core components of culturally and linguistically sustaining practice (See [Appendix B: Crosswalk to the SEI Indicators](#_Appendix_B:_Crosswalk)). In addition to expectations for [SEI course(s)](https://www.doe.mass.edu/edprep/resources/guidelines-advisories/sei-requirement-advisory.pdf), these practices should also be woven into other coursework to fulfill the requirements the PSTs.  |
| Elements | New element descriptions have been written to explicitly integrate culturally and linguistically sustaining practices in alignment with updates to the Standards of Effective Practice.Given the detailed descriptor for each element, practice levels are now differentiated at the element, rather than indicator, level. |

# Audience

The *Guidelines for the Professional Standards for Teachers* are designed to be used by three main audiences: educator preparation programs, program supervisors and supervising practitioners, and teacher candidates. The table below describes how each intended audience may use the information included in this document.

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| Audience | Goals for Use |
| Educator preparation program leaders and faculty | The PSTs articulate the pedagogical and professional skills that all candidates should be introduced to, practice, or be able to demonstrate by the conclusion of their preparation program. Program leadership and faculty are responsible for supporting the development of these skills and assessing each candidate to evaluate their readiness for full responsibility in the licensure role. The PST Guidelines are designed to:* inform overall program design including course offerings and fieldwork;
* inform syllabus and assessment design;
* support high-quality instruction and feedback for candidates; and
* promote alignment of expectations for effective practice as candidates prepare for employment in a Massachusetts public school.

Revisions to the PSTs may require updates to program design, curricular content, readings, assessments, and field-based experiences to strengthen candidates’ commitment to and use of evidence-based practices, including anti-racist and culturally and linguistically sustaining practices. These program revisions will benefit from significant collaboration among faculty to ensure alignment within and across programs. |
| Field supervisors | Like leadership and faculty, field supervisors (i.e. program supervisors and supervising practitioners) are responsible for supporting candidates’ development of these pedagogical and professional skills and assessing their readiness for full responsibility in the licensure role. The Guidelines are designed to:* guide field supervisors as they facilitate field-based experiences that will give candidates exposure, experience, and practice across indicators; and
* strengthen the feedback and support candidates receive during field-based experiences.

Revisions to the PSTs will require shifts in placements, observations, feedback, and evaluation throughout candidates’ field-based experiences. This work will be strengthened through intentional collaboration between the preparation program, PK-12 partners, and field supervisors to ensure alignment between instruction and field supervision. |
| Teacher candidates | The PSTs provide candidates with an overview of the skills necessary to be an effective classroom teacher in Massachusetts. This document is designed to:* support candidates to take ownership for their own learning by outlining the elements they should understand, practice, and demonstrate upon program completion;
* empower candidates to be directive about the support they need to achieve their own goals and those outlined in the PSTs; and
* ensure candidates are well-prepared to work as teachers in Massachusetts public schools.
 |

# Organization and Structure of the Professional Standards for Teachers



## Standards, Indicators, and Elements

The PSTs organize the standards, indicators, and elements into a matrix. The PSTs are divided into four sections, each focused on one standard of effective practice. Within each standard, indicators provide a high-level outline of the practice; elements define the specific knowledge, skills, and behaviors required. Each element includes a differentiated the level of mastery that candidates must develop to be endorsed for licensure. 

## Differentiated Practice Levels

While DESE strongly believes that effective educators must demonstrate all skills outlined in the PSTs, we also know teachers will deepen and advance these skills throughout the course of their careers. Considering this, these Guidelines differentiate the levels of mastery that candidates must develop for each element by the time they complete their Initial teacher preparation program and are endorsed for licensure.

To determine the levels of practice for the updated PST elements, DESE gathered survey feedback from nearly 200 representatives from educator preparation programs and PK-12 districts across Massachusetts. DESE also convened a working group of educator preparation program leaders and faculty, program supervisors, supervising practitioners, recent completers, and other PK-12 representatives to inform the updated PST practice levels. Updates were also informed by ongoing research on teacher quality and impact in Massachusetts[[3]](#footnote-4) and the research base showing the importance and developmental trajectory of specific evidence-based skills that foster culturally and linguistically sustaining practices in beginning teachers.

The chart below defines each level of practice and what it means for teacher candidates during their preparation:

|  |  |  |
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| **Level** | **Expectation for Candidates** | **Examples** |
| Introduce | Candidates ***show understanding*** through coursework and/or in field-based experiences. | Readings, observations, assignments, assessments |
| Practice | Candidates have ***opportunities to practice, be observed, and receive feedback*** through coursework and/or in field-based experiences.  | Simulations, rehearsals, role plays; one-on-one, small group, or whole group instruction in field placements; planning and data meetings; engagement with the school community  |
| Demonstrate | Candidates consistently ***demonstrate competency*** through coursework and in field-based experiences.A subset of elements at the “demonstrate” level have been identified as the Essential Elements. These are the practices and skills assessed through the Candidate Assessment of Performance (CAP). Each Essential Element was selected in part because the knowledge and skills it describes serve as an umbrella to other elements within the PSTs (See [Appendix C](#_Appendix_C:_Crosswalk)). | *These should build on prior opportunities to practice and receive feedback*: One-on-one, small group, or whole group instruction in field placements; planning and data meetings; engagement with school community |

It is important to note that these levels do not suggest a hierarchy for the elements. Candidates should experience thoughtful exposure to each element and have appropriate opportunities to practice or demonstrate those that have been determined as most critical for success in meeting the needs of all students as beginning teachers, particularly those from systemically marginalized groups and communities.

# Professional Standards for Teachers At-a-Glance

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| --- | --- | --- | --- |
| **Standard I:****Curriculum, Planning, Assessment** | **Standard II:****Teaching All Students** | **Standard III:****Family and Community Engagement** | **Standard IV:****Professional Culture** |
|  **A. Curriculum and Planning** * 1. Subject Matter Knowledge
	2. Knowledge of Students
	3. Curriculum Literacy

  **B. Assessment** 1. Purposeful Assessment
2. Accessible Assessment

  **C. Analysis** 1. Analysis and Conclusions
2. Adjustments to Practice
3. Sharing Progress with Students and Families
4. Sharing Progress with Colleagues

  |  **A. Instruction** 1. High Expectations and Support
2. Engaging Instruction
3. Inclusive Instruction
4. Critical Instruction

  **B. Learning Environment** 1. Positive Relationships
2. Safe Learning Environment
3. Collaborative Learning Environment
4. Student Ownership of Learning

  |  **A. Communication** 1. Communication with Families

  **B. Engagement** 1. Family Engagement

  **C. Collaboration** 1. Collaboration on Student Learning and Well-being
 |  **A. Reflective Practice and**  **Professional Growth** 1. Reflective Practice
2. Goal Setting
3. Professional Learning and Growth

  **B. Shared Responsibility, Collaboration,**  **and Decision-Making** 1. Shared Responsibility
2. Professional Collaboration
3. Decision-Making

  **C. Professional Responsibilities** 1. Judgment
2. Professional Responsibilities
 |

# Professional Standards for Teachers and Practice Levels

## Standard I: Curriculum, Planning, and Assessment

Promotes the learning and growth of all students by providing high-quality and coherent instruction, designing and administering authentic and meaningful student assessments, analyzing student performance and growth data, using this data to improve instruction, providing students with constructive feedback on an on-going basis, and continuously refining learning objectives.

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| **I-A Curriculum and Planning** | **Introduce** | **Practice** | **Demonstrate** |
| 1. **Subject Matter Knowledge**: Demonstrates sound knowledge of the subject matter by:
	* Using evidence-based pedagogical practices that enable students to develop and apply grade-level knowledge and skills in authentic contexts.
	* Supporting students to make connections between the subject matter and real-world issues with impact on their communities and their world.
	* Understanding the difference between social and academic language and the importance of this difference in planning, differentiating, and delivering effective instruction for English learners at various levels of English language proficiency and literacy.
 |  |  | XCAP Essential Element |
| 1. **Knowledge of Students:** Builds on and draws from knowledge of their students’ identities, skills, developmental levels, cultures, languages, and communities to provide relevant and differentiated learning experiences that enable all students to exercise social-emotional skills (e.g. self-management and making responsible decisions) and progress towards grade-level standards.
 |  |  | X |
| 1. **Curriculum Literacy**: Skillfully uses curricular materials by:
	* Determining strengths and weaknesses of materials and adapting as necessary to plan evidence-based, inclusive, and culturally sustaining instruction, including identifying opportunities to create meaningful, relevant connections rooted in the local context.
	* Identifying necessary supplemental resources and/or tiered supports to provide all students access to grade-level instruction.
	* Utilizing a coherent instructional approach that builds student learning towards grade-level standards or individual learning goals over time through aligned lesson goals, scope, sequence, and tasks.
 |  |  | X |
| **I-B Assessment** | **Introduce** | **Practice** | **Demonstrate** |
| 1. **Purposeful Assessment**: Uses a variety of formal and informal assessments for specific instructional purposes, including to:
	* Understand each student’s strengths and areas for growth.
	* Measure and monitor students’ understanding throughout instruction and their progress toward grade-level standards and/or individual learning goals.
	* Actively inform instructional decisions.
 |  |  | X |
| 1. **Accessible Assessment:** Implements assessments that are accessible to all students by:
	* Providing multiple ways and opportunities to students to demonstrate their learning**.**
	* Creating opportunities for students to be able to draw from their cultural and linguistic knowledge and lived experiences.
	* Ensuring that assessment tasks, methods, and instruments maintain the rigor and high expectations outlined in the grade-level standards and do not perpetuate racial, cultural, or linguistic bias.
 |  | X |  |

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| **I-C Analysis** | **Introduce** | **Practice** | **Demonstrate** |
| 1. **Analysis and Conclusions:** Analyzes disaggregated data from a wide range of assessments to:
	* Gain information about students’ progress towards grade-level standards and/or individual learning goals, including trends across students or student groups.
	* Reflect on instruction and identify actions to reduce disparate outcomes and improve learning for all students.
 |  |  | X |
| 1. **Adjustments to Practice:** Uses analysis and conclusions from a wide range of assessment data and feedback from colleagues, students, and families to adjust practice and implement differentiated and scaffolded supports for improved and more equitable student learning outcomes.
 |  |  | XCAP Essential Element |
| 1. **Sharing Progress with Students and Families:** Collaborates with students and their families, in an accessible format and language, to:
	* Communicate specific, timely, and asset-based feedback on student progress towards grade-level or proficiency standards.
	* Identify ways to build on students’ strengths and support further growth.
 |  | X |  |
| 1. **Sharing Progress with Colleagues:** Collaborates with appropriate colleagues (e.g., special education, English learner education, paraeducators, general education, and specialists) to:
	* Share conclusions about student progress towards grade-level standards and/or individual learning goals to identify ways to build on students’ strengths and support further growth.
	* Seek feedback about instructional or assessment practices that will support student learning.
 |  | X |  |

## Standard II: Teaching All Students

Promotes the learning and growth of all students through instructional practices that establish high expectations, create a safe and effective classroom environment, and demonstrate cultural proficiency.

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| **II-A Instruction** | **Introduce** | **Practice** | **Demonstrate** |
| 1. **High Expectations and Support:** Supports all students to meet or exceed high expectations, produce high-quality work, and develop self-awareness and skills for independent learning by:
	* Using evidence-based pedagogical practices to provide equitable opportunities for grade-level learning.
	* Providing supports, scaffolds, and tools to meet students’ needs.
	* Providing clear criteria for success (e.g., models, rubrics, exemplars).
	* Reinforcing perseverance and effort with challenging content and tasks.
 |  |  | XCAP Essential Element |
| 1. **Engaging Instruction:** Engages all students as active participants in their own learning of meaningful, standards-aligned and grade-appropriate content by:
	* Providing opportunities for students to make choices, explore topics and apply learning in culturally sustaining ways, and through real-world, interactive contexts.
	* Building on students’ strengths, interests, cultural and linguistic backgrounds, and prior knowledge to motivate learning and support students’ information processing.
	* Facilitating cooperative learning with equitable student participation in discussion.
	* Integrating digital tools and educational technology that enhance learning experiences and promotes the development of digital literacy skills.
 |  |  | X |
| 1. **Inclusive Instruction**: Accommodates and supports individual differences in all students’ learning needs, abilities, interests, and levels of readiness, including those of students with disabilities (in accordance with relevant IEPs or 504 plans), English learners and former English learners, academically advanced students, and students who have been historically marginalized, by:
	* Using appropriate inclusive practices, such as tiered supports, educational and assistive technologies, scaffolded instruction, and leveraging students’ native language and linguistic resources to make grade-level content accessible and affirming for all students.
	* Providing students with multiple ways to learn content and demonstrate understanding.
 |  |  | X |
| 1. **Critical Thinking:** Develops students’ abilities to think critically, ask questions, and analyze sources, perspectives, and biases in order to deepen learning and make connections between the content and real-world problems and events (e.g., issues of identity, equity, power, and justice).
 |  | X |  |
| **II-B Learning Environment** | **Introduce** | **Practice** | **Demonstrate** |
| 1. **Positive Relationships**: Builds positive, caring relationships to help all students feel valued, respected, equitably supported, and a sense of belonging in the classroom community.
 |  |  | X |
| 1. **Safe Learning Environment:** Creates and maintains a safe, supportive, and inclusive environment by:
	* Co-creating meaningful rituals and routines with students.
	* Supporting student accountability for the impact of their actions.
	* Enabling students to take academic risks and share ideas freely.
	* Modeling and reinforcing respect for and affirmation of their own and others’ differences related to background, identity, language, strengths, and challenges (self- and social awareness).
	* Seeking feedback from students on their experience of the classroom learning environment and making aligned adjustments to practice.
 |  |  | XCAP Essential Element  |
| 1. **Collaborative Learning Environment:** Develops students’ relationship and communication skills by:
	* Providing students with frequent opportunities to interact with peers, make sense of complex ideas together, and develop language.
	* Supporting students to engage with differences and diverse perspectives, respectfully challenge each other’s thinking, and address interpersonal conflicts as they arise.
 |  |  | X |
| 1. **Student Ownership of Learning:** Guides students to self-assess, problem-solve, ask for support, access resources when needed, and demonstrate leadership and/or positively contribute to the classroom and school community.
 |  | X |  |

## Standard III: Family and Community Engagement

Promotes the learning and growth of all students through effective partnerships with families, caregivers, community members, and organizations.

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| **III-A Communication with Families** | **Introduce** | **Practice** | **Demonstrate** |
| 1. **Communication With Families:** Establishes regular, two-waycommunication with families that:
	* Is culturally and linguistically sustaining, aligned with family preferences, and in approachable language and formats.
	* Shares timely information about student learning and performance.
 |  | X |  |
| **III-B Family Engagement** | **Introduce** | **Practice** | **Demonstrate** |
| 1. **Family Engagement:** Engages with families in a way that is equitable and collaborative by:
	* Building positive relationships with families characterized by mutual trust and respect.
	* Providing a variety of frequent, inclusive, and culturally and linguistically responsive opportunitiesfor all families to engage as partners in the classroom community.
	* Clearly and accessibly communicating information about family engagement opportunities.
 |  | X |  |

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| **III-C Collaboration** | **Introduce** | **Practice** | **Demonstrate** |
| 1. **Collaboration on Student Learning and Well-Being:**  Partners with families to support students’ learning and well-being by:
	* Leveraging families’ cultural and linguistic knowledge and expertise as assets.
	* Engaging with families about what students are learning in the classroom and expectations for student success.
	* Collaboratively identifying, and seeking family input on, strategies and resources for supporting student learning and growth in and out of school.
 |  |  | XCAP Essential Element |

## Standard IV: Professional Culture

Promotes the learning and growth of all students through ethical, culturally proficient, skilled, and collaborative practice.

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| **IV-A Reflection and Professional Growth** | **Introduce** | **Practice** | **Demonstrate** |
| 1. **Reflective Practice:**  Reflects on the effectiveness of instruction and how one’s identities, biases, and practices impact student learning and well-being; and works to improve practice and eliminate learning inequities across race, gender, ethnicity, language, disability and ability, and other aspects of student identities, such that all students can meet or exceed grade-level standards.
 |  |  | XCAP Essential Element  |
| 1. **Goal Setting:** Sets professional practice and student learning goals that:
	* Are challenging, standards-aligned and measurable.
	* Are based on thorough self-assessment, analysis of student learning data, and feedback from students and families**.**
	* Promote more inclusive and equitable learning experiences and outcomes for all students.
 |  | X |  |
| 1. **Professional Learning and Growth:** Seeks out and engages in ongoing cycles of professional learning to strengthen equitable practice and improve student learning, applies new knowledge and skills into practice, and monitors impact on student outcomes.
 | X |  |  |
| **IV-B Shared Responsibility, Collaboration, and Decision-Making** | **Introduce** | **Practice** | **Demonstrate** |
| 1. **Shared Responsibility:** Shares responsibility for schoolwide culture and learning expectations that promote an equitable and culturally and linguistically sustaining school community.
 | X |  |  |
| 1. **Professional Collaboration:** Collaborates and communicates with colleagues, including colleagues in special education, English learner education, and general education, paraeducators, specialists, and support staff, on tasks in support of shared goals for student learning such as adapting and implementing instructional materials, examining student work, analyzing student performance, and planning appropriate scaffolds, interventions, and supports.
 |  | X |  |
| 1. **Decision-Making:** Contributes ideas and expertise to planning and decision making at the school, department, and/or grade level to advance effective, equitable, inclusive, and digitally appropriate instruction for all students.
 | X |  |  |
| **IV-C Professional Responsibilities** | **Introduce** | **Practice** | **Demonstrate** |
| 1. **Judgment:** Adheres to the school or district’s existing code of ethics and protects student confidentiality appropriately, including student data privacy related to digital tools.
 |  |  | X |
| 1. **Professional Responsibilities:** Fulfills all routine professional responsibilities, including:
	* Engaging with all colleagues with respect and civility.
	* Adhering to district attendance policies.
 |  |  | X |

# Considerations for Educator Preparation Programs

## Implications for Coursework, Fieldwork, and Assessment Design

The PSTs and practice levels have implications for educator preparation program leaders and faculty as they design program components to ensure that all candidates who are endorsed for licensure are ready as beginning teachers to well-serve all students, particularly those from systemically marginalized groups and communities.

For educator preparation program leaders, the PSTs and practice levels should inform overall program design. Leaders should use the PSTs to determine course offerings that ensure candidates have appropriate exposure to, practice with, and opportunities to demonstrate competency in the elements. Through advising and course offerings, programs should emphasize that these PSTs are the same expectations for effective practice that candidates will experience as a teacher in a Massachusetts school.

For educator preparation program faculty, the PSTs should guide course design and decisions about the depth and breadth of content. Faculty should consider the specific levels of practice – introduce, practice, and demonstrate – and build courses to meet these requirements. The PSTs should also drive the development of assessments that provide targeted feedback and help candidates to develop their teaching practice across the elements (See the [Pre-Practicum Guidelines and DESE Model Gateway Tasks](https://www.doe.mass.edu/edprep/domains/field-based/pre-practicum.html)).

Finally, for all educator preparation program leaders, faculty, advising and field-based experiences staff, and field supervisors, the PSTs should support and collaboration to ensure that coursework and field-based experiences cover each element meaningfully to prepare beginning teachers to well-serve all PK-12 students, particularly those from groups and communities that have been systematically marginalized.

## Intersecting DESE Policies and Resources

The PSTs represent one component of a broader set of policies, requirements, and resources that impact educator preparation and development in Massachusetts. It is critical that each educator preparation program’s approach to these expectations is a cohesive effort, rather than a series of discrete decisions. Below are descriptions of several important policies, requirements, and resources that relate to the PSTs.

| **Policy or Resource** | **Overview** | **Connection to the PSTs** |
| --- | --- | --- |
| [Educational Vision](https://www.doe.mass.edu/commissioner/vision/default.html) | In 2023, DESE embarked on a new Educational Vision which describes ambitious, long-term aspirations for elementary and secondary public education in Massachusetts. All of DESE’s work with PK-12 schools and districts and SOs is intended to build towards this vision in order to ensure that all students in Massachusetts attain academic knowledge and skills, understand and value self, understand and value others, and engage with the world so they can be curious and creative, shape their path, feel connected, and be empowered. | The PSTs serve as one key mechanism to ensure that all students in every school and classroom have access to effective educators. |
| [Standards of Effective Practice](https://www.doe.mass.edu/edeval/rubrics/updates/) | The Standards of Effective Practice for both teachers and administrators establish a statewide understanding of effective teaching and leadership practice.In 2024, DESE will release updated elements in the Standards of Effective Practice and corresponding updated model rubrics that center culturally and linguistically sustaining practices throughout. The elements are designed to promote the growth and development of educators, place student learning at the center of conversations about improving practice, and serve as a tool to recognize excellence in the profession. An updated Model Rubric for School-Level Administrators was released in fall 2023. The Model Rubric for Classroom Teachers will be released in 2024. | The PSTs used in teacher preparation are the same expectations outlined in the Standards of Effective Teaching for in-service teachers. This alignment ensures that educators are prepared in accordance with the same expectations on which they will be supported and evaluated once employed.  |
| [Massachusetts Curriculum Frameworks](https://www.doe.mass.edu/frameworks/current.html) | The Massachusetts Curriculum Frameworks provide teachers, students and families with clear and shared expectations for what all students should know and be able to do at the end of each year. They represent a promise of equitable education for all students. They formalize the expectation that all students in the Commonwealth have access to the same academic content, regardless of their zip code, background, or abilities. | Through their demonstration of the PSTs, beginning teachers will be prepared to well-support all students to achieve the expectations described in the Curriculum Frameworks. |
| [*Subject-Matter Knowledge Guidelines*](https://www.doe.mass.edu/edprep/resources/guidelines-advisories/) (SMKs)  | As is outlined in regulations ([603 CMR 7.06](http://www.doe.mass.edu/lawsregs/603cmr7.html?section=06)), the SMKs govern the content requirements for licensure in Massachusetts. For all licensure fields that correspond with one or more Massachusetts Curriculum Frameworks, the SMK Guidelines point to the Frameworks to define content requirements.  | In the same way that the PSTs outline expectations for candidates’ pedagogical knowledge and skills, the SMKs detail the requirements for fluent content knowledge. Together, PSTs and SMKs are the foundation on which all preparation programs should be designed. As preparation providers revise programs, they should consider the requirements in both the PSTs and SMKs. |
| [Candidate Assessment of Performance](https://www.doe.mass.edu/edprep/cap/) (CAP)  | All Initial teacher licensure candidates in Massachusetts are required to successfully complete the Candidate Assessment of Performance (CAP) and be deemed “Ready to Teach” prior to endorsement for licensure. CAP is designed to assess the overall readiness of teacher candidates. Through CAP, educator preparation programs ensure that teacher candidates have the skills and knowledge necessary to be effective beginning teachers.  | CAP is aligned with the expectations and process in the [Massachusetts Educator Evaluation Framework](https://www.doe.mass.edu/edeval/rubrics/updates/), with some modifications for the context of preparation. The expectations focus on a narrower set of Essential Elements, which are those that are most critical for novice teachers to demonstrate in order to well-serve all PK-12 students, particularly those from systemically marginalized groups or communities. The *Guidelines for the Candidate Assessment of Performance* were also updated in 2024 in alignment with updates to the elements in the Standards of Effective Practice and PSTs.  |
| [*Guidelines for Educator Preparation Program Approval*](https://www.doe.mass.edu/edprep/resources/guidelines-advisories/program-approval/) | The *Guidelines for Educator Preparation Program Approval* detail the expectations for Massachusetts approved educator preparation programs, including program approval criteria and processes. The Guidelineswere updated in 2023 to set an expectation for deeper examination of evidence-based practices, including anti-racist and culturally and linguistically sustaining practices.  | As the PSTs detail DESE’s definition of “effective educator” for preparation programs, they are woven throughout all program approval criteria. In the Instruction domain, the Guidelines explicitly specify that, to prepare effective teachers, educator preparation programs must be designed to ensure all completers demonstrate evidence-based pedagogical skills as articulated in the PSTs.  |
| [*Guidelines for the Preparation of Administrative Leaders*](https://www.doe.mass.edu/edprep/resources/guidelines-advisories/leadership-guide.pdf) | The *Guidelines for the Preparation of Administrative Leaders* are designed to support educator preparation programs in preparing candidates for administrator licenses. The Professional Standards and Indicators for Administrative Leadership (PSIs) were updated in 2021 to embed evidence-based practices, including the Anti-Racist Leadership Competencies, throughout the expectations. | Updates to the PSTs and PSIs both center evidence-based practices, including anti-racist and culturally and linguistically sustaining practices. These aligned shifts ensure continued coherence in expectations for teachers and administrators from preparation into PK-12 schools and districts. |
| [Curriculum Matters: Instructional Materials and Professional Development](https://www.doe.mass.edu/instruction/impd/) | The Curriculum Matters initiative works to ensure that *all* students, particularly students from systemically marginalized groups and communities, have opportunities to excel at grade-level work (or beyond) through equitable access to high-quality instructional materials (HQIM) and effective teachers and leaders. Effective teachers and leaders are [curriculum literate](https://www.doe.mass.edu/instruction/impd/curriculum-literacy.docx). | Within the I-A Curriculum and Planning indicator, element 3 outlines the expectation that teachers skillfully use curricular materials by determining strengths and weaknesses of materials, adapting them as necessary, identifying necessary supplemental resources and/or tiered supports, and utilizing a coherent instructional approach that builds student learning towards grade-level standards or individual learning goals over time.  |
| [Induction and Mentoring](https://www.doe.mass.edu/edeffectiveness/mentor/) | Induction and mentoring programs are required for beginning teachers (those new to the profession) and incoming teachers (those new to the district and/or role). They provide a structure to support new educators within the context of their school or district, enabling them to more fully integrate into the school community. Through these programs, new teachers learn from experienced and effective teacher leaders; schools increase the possibility of retaining strong, well-trained educators; and most importantly, student learning can be improved. | DESE encourages PK-12 schools and districts to build an intentional throughline between pre-service educator preparation programs and in-service professional development and support. Districts should consider the practice levels of the elements in determining the focus of Induction and Mentoring supports. Collaborative partnerships with preparation programs will strengthen the cohesion across all phases of teachers’ development.  |

# Appendix A: Regulations Governing the Professional Standards for Teachers

#### 603 CMR 7.00

#### Educator Licensure and Preparation Program Approval Regulations

Most recently amended by the Board of Elementary and Secondary Education: June 27, 2023

[**7.08 Professional Standards for Teachers**](https://www.doe.mass.edu/lawsregs/603cmr7.html?section=08)

(1) **Application**. The Professional Standards for Teachers define the pedagogical and other professional knowledge and skills required of all teachers. These standards and indicators referred to in 603 CMR 7.08 (2) and (3) are used by sponsoring organizations in designing their teacher preparation programs and in preparing their candidates. The standards and indicators are also used by the Department in reviewing programs seeking state approval, and as the basis of performance assessments of candidates. Candidates shall demonstrate that they meet the Professional Standards and indicators referred to in 603 CMR 7.08 (2) and (3) by passing a Performance Assessment for Initial License using Department guidelines.

(2) **Professional Standards for Teachers**.

(a) **Curriculum, Planning, and Assessment:** Promotes the learning and growth of all students by providing high quality and coherent instruction, designing and administering authentic and meaningful student assessments, analyzing student performance and growth data, using this data to improve instruction, providing students with constructive feedback on an on-going basis, and continuously refining learning objectives.

(b) **Teaching All Students:** Promotes the learning and growth of all students through instructional practices that establish high expectations, create a safe and effective classroom environment, and demonstrate cultural proficiency.

(c) **Family and Community Engagement:** Promotes the learning and growth of all students through effective partnerships with families, caregivers, community members, and organizations.

(d) **Professional Culture:** Promotes the learning and growth of all students through ethical, culturally proficient, skilled, and collaborative practice.

(3) **Indicators**. The Department shall publish guidelines with detailed indicators for each standard set forth in 603 CMR 7.08(2). The guidelines shall include at least the following indicators:

(a) Uses instructional planning, materials, and student engagement approaches that support students of diverse cultural and linguistic backgrounds, strengths, and challenges.

(b) Uses effective strategies and techniques for making content accessible to English learners.

(c) Demonstrates knowledge of the difference between social and academic language and the importance of this difference in planning, differentiating and delivering effective instruction for English learners at various levels of English language proficiency and literacy.

(d) Creates and maintains a safe and collaborative learning environment that values diversity and motivates students to meet high standards of conduct, effort and performance.

(e) Collaborates with families, recognizing the significance of native language and culture to create and implement strategies for supporting student learning and development both at home and at school.

**Regulatory Authority:**
M.G.L. c. 69, § 1B; c. 69, §§ 1J and 1K, as amended by St. 2010; c. 12, § 3; c. 71, § 38G, as amended by St. 2022, c. 154, § 10; c. 71, 38G ½; c. 71A, § 10; c. 76, § 19.

# Appendix B: Crosswalk to SEI Indicators

The SEI Indicators have been incorporated into the 2024 PST Guidelines as outlined below. Blue text has been incorporated in the updated PST language to indicate specific alignment with the SEI language.

|  |  |
| --- | --- |
| SEI Indicator | Aligned PST Elements |
| 1. Uses instructional planning, materials, and student engagement approaches that support students of diverse cultural and linguistic backgrounds, strengths, and challenges**.**
 | **I-A-2: Knowledge of Students:** Builds on and draws from knowledge of their students’ identities, skills, developmental levels, cultures, languages, and communities to provide relevant and differentiated learning experiences that enable all students to exercise social-emotional skills (e.g., self-management and making responsible decisions) and progress towards grade-level standards. **I-A-3: Curriculum Literacy**: Skillfully uses curricular materials by:* Determining strengths and weaknesses of materials and adapting as necessary to plan evidence-based, inclusive, and culturally sustaining instruction, including identifying opportunities to create meaningful, relevant connections rooted in the local context.
* Identifying necessary supplemental resources and/or tiered supports to provide all students access to grade-level instruction.
* Utilizing a coherent instructional approach that builds student learning towards grade-level standards or individual learning goals over time through aligned lesson goals, scope, sequence, and tasks.
 |
| 1. Uses effective strategies and techniques for making content accessible to English language learners.
 | **II-A-3: Inclusive Instruction**: Accommodates and supports individual differences in all students’ learning needs, abilities, interests, and levels of readiness, including those of students with disabilities (in accordance with relevant IEPs or 504 plans), English learners and former English learners, academically advanced students, and students who have been historically marginalized, by: * Using appropriate inclusive practices, such as tiered supports, educational and assistive technologies, scaffolded instruction, and leveraging students’ native language and linguistic resources to make grade-level content accessible and affirming for all students.
* Providing students with multiple ways to learn content and demonstrate understanding.
 |
| 1. Demonstrates knowledge of the difference between social and academic language and the importance of this difference in planning, differentiating and delivering effective instruction for English learners at various levels of English language proficiency and literacy.
 | **I-A-1: Subject Matter Knowledge**: Demonstrates sound knowledge of the subject matter by:  * Using evidence-based pedagogical practices that enable students to develop and apply grade-level knowledge and skills in authentic contexts.
* Supporting students to make connections between the subject matter and real-world issues with impact on their communities and their world.
* Understanding the difference between social and academic language and the importance of this difference in planning, differentiating and delivering effective instruction for English learners at various levels of English language proficiency and literacy.
 |
| 1. Creates and maintains a safe and collaborative learning environment that values diversity and motivates students to meet high standards of conduct, effort and performance.
 | **II-A-1: High Expectations and Support:** Supports all students to meet or exceed high expectations, produce high-quality work, and develop self-awareness and skills for independent learning by: Using evidence-based pedagogical practices to provide equitable opportunities for grade-level learning. * Providing supports, scaffolds, and tools to meet students’ needs.
* Providing clear criteria for success (e.g., models, rubrics, exemplars).
* Reinforcing perseverance and effort with challenging content and tasks.

**II-B-1:** **Positive Relationships**: Builds positive, caring relationships to help all students feel valued, respected, equitably supported, and a sense of belonging in the classroom community. **II-B-2: Safe Learning Environment:** Creates and maintains a safe, supportive, and inclusive environment by: * Co-creating meaningful rituals and routines with students.
* Supporting student accountability for the impact of their actions.
* Enabling students to take academic risks and share ideas freely.
* Modeling and reinforcing respect for and affirmation of their own and others’ differences related to background, identity, language, strengths, and challenges (self- and social awareness).
* Seeking feedback from students on their experience of the classroom learning environment and making aligned adjustments to practice.

**II-B-3: Collaborative Learning Environment:** Develops students’ relationship and communication skills by: * Providing students with frequent opportunities to interact with peers, make sense of complex ideas together, and develop language.
* Supporting students to engage with differences and diverse perspectives, respectfully challenge each other’s thinking, and address interpersonal conflicts as they arise.
 |
| 1. Collaborates with families, recognizing the significance of native language and culture to create and implement strategies for supporting student learning and development both at home and at school.
 | **III-A-1: Communication with Families:** Establishes regular, two-waycommunication with families that: * Is culturally and linguistically sustaining, aligned with family preferences, and in approachable language and formats.
* Shares timely information about student learning and performance.

 **III-B-1: Family Engagement:** Engages with families in a way that is equitable and collaborative by: * Building positive relationships with families characterized by mutual trust and respect.
* Providing a variety of frequent, inclusive, and culturally and linguistically responsive opportunitiesfor all families to engage as partners in the classroom community.
* Clearly and accessibly communicating information about family engagement opportunities.

**III-C-1: Collaboration on Student Learning and Well-Being:**  Partners with families to support students’ learning and well-being by: * Leveraging families’ cultural and linguistic knowledge and expertise as assets.
* Engaging with families about what students are learning in the classroom and expectations for student success.
* Collaboratively identifying, and seeking family input on, strategies and resources for supporting student learning and growth in and out of school
 |

# Appendix C: Crosswalk Between Essential Elements and Demonstrate Elements

The Essential Elements are the practices and skills assessed through CAP. Each Essential Element was selected in part because the knowledge and skills it describes serve as an umbrella to other elements within the PSTs, as outlined in the table below.

|  |  |
| --- | --- |
| Essential Element | Aligned Demonstrate Elements |
| **I-A-1 Subject Matter Knowledge**: Demonstrates sound knowledge of the subject matter by:  * + Using evidence-based pedagogical practices that enable students to develop and apply grade-level knowledge and skills in authentic contexts.
	+ Supporting students to make connections between the subject matter and real-world issues with impact on their communities and their world.
	+ Understanding the difference between social and academic language and the importance of this difference in planning, differentiating, and delivering effective instruction for English learners at various levels of English language proficiency and literacy.
 | * + I-A-2 Knowledge of Students
	+ I-A-3 Curriculum Literacy
	+ I-B-1 Purposeful Assessment
	+ II-A-2 Engaging Instruction
 |
| **I-C-2** **Adjustments to Practice:** Uses analysis and conclusions from a wide range of assessment data and feedback from colleagues, students, and families to adjust practice and implement differentiated and scaffolded supports for improved and more equitable student learning outcomes.  | * I-B-1 Purposeful Assessment
* I-C-1 Analysis and Conclusions
 |
| **II-A-1** **High Expectations and Support:** Supports all students to meet or exceed high expectations, produce high-quality work, and develop self-awareness and skills for independent learning by: * + Using evidence-based pedagogical practices to provide equitable opportunities for grade-level learning.
	+ Providing supports, scaffolds, and tools to meet students’ needs.
	+ Providing clear criteria for success (e.g., models, rubrics, exemplars).
	+ Reinforcing perseverance and effort with challenging content and tasks.
 | * I-A-2 Knowledge of Students
* I-B-1 Purposeful Assessment
* II-A-3 Inclusive Instruction
* II-B-3 Collaborative Learning Environment
 |
| **II-B-2** **Safe Learning Environment:** Creates and maintains a safe, supportive, and inclusive environment by: * + Co-creating meaningful rituals and routines with students.
	+ Supporting student accountability for the impact of their actions.
	+ Enabling students to take academic risks and share ideas freely.
	+ Modeling and reinforcing respect for and affirmation of their own and others’ differences related to background, identity, language, strengths, and challenges (self- and social awareness).
 | * I-A-2 Knowledge of Students
* II-B-1 Positive Relationships
* II-B-3 Collaborative Learning Environment
 |
| **III-C-1** **Collaboration on Student Learning and Well-Being:**  Partners with families to support students’ learning and well-being by: * + Leveraging families’ cultural and linguistic knowledge and expertise as assets.
	+ Engaging with families about what students are learning in the classroom and expectations for student success.
	+ Collaboratively identifying, and seeking family input on, strategies and resources for supporting student learning and growth in and out of school.
 | * + I-A-2 Knowledge of Students
	+ II-B-1 Positive Relationships
 |
| **IV-A-1** **Reflective Practice:**  Reflects on the effectiveness of instruction and how one’s identities, biases, and practices impact student learning and well-being; and works to improve practice and eliminate learning inequities across race, gender, ethnicity, language, disability and ability, and other aspects of student identities, such that all students can meet or exceed grade-level standards.  | * + I-A-2 Knowledge of Students
	+ I-B-1 Purposeful Assessment
	+ I-C-1 Analysis and Conclusions
	+ II-A-2 Engaging Instruction
* II-A-3 Inclusive Instruction
* II-B-3 Collaborative Learning Environment
* II-B-1 Positive Relationships
 |
| These elements are general expectations throughout the practicum; they do not tie to specific Essential Elements. These elements should be consistently demonstrated by candidates in their field-based experiences. | * + IV-C-1 Judgment
	+ IV-C-2 Professional Responsibilities
 |

# Appendix D: Guidance for Teacher Candidates

The Professional Standards for Teacher (PSTs) are aligned to the [Standards of Effective Practice](https://www.doe.mass.edu/edeffectiveness/standards/teaching/default.html) to ensure that you are prepared for your first year in the classroom.This alignment means that there will be consistency between the skills you learn and develop in your preparation program and the expectations once you are employed. You will continue to grow and develop in these practices throughout your career as an educator. Your program instructors, advisors, and field supervisors will use the PSTs to ensure you have the requisite knowledge and experiences to be an effective beginning teacher for all students, particularly those from systemically marginalized groups and communities.

The PSTs should accomplish three main objectives:

1. Provide clarity about what to expect from your educator preparation program;
2. Help you to take ownership over your own learning by outlining the PSTs you must understand, practice, and demonstrate upon program completion; and
3. Empower you to be directive about the support you need to achieve your own goals and those outlined in the PSTs.

As a teacher candidate, you can expect different levels of exposure and practice for the various elements outlined in the PSTs. In the PSTs, each element is marked as Introduce, Practice, or Demonstrate:

|  |  |  |
| --- | --- | --- |
| **Level** | **Expectation for Candidates** | **Examples** |
| Introduce | Candidates ***show understanding*** through coursework and/or in field-based experiences. | Readings, observations, assignments, assessments |
| Practice | Candidates have ***opportunities to practice, be observed, and receive feedback*** through coursework and/or in field-based experiences.  | Simulations, rehearsals, role plays; one-on-one, small group, or whole group instruction in field placements; planning and data meetings; engagement with the school community  |
| Demonstrate | Candidates consistently ***demonstrate competency*** through coursework and in field-based experiences.A subset of elements at the “demonstrate” level have been identified as the Essential Elements. These are the practices and skills assessed through the Candidate Assessment of Performance (CAP). Each Essential Element was selected in part because the knowledge and skills it describes serve as an umbrella to other elements within the PSTs (See [Appendix C](#_Appendix_C:_Crosswalk)). | *These should build on prior opportunities to practice and receive feedback*: One-on-one, small group, or whole group instruction in field placements; planning and data meetings; engagement with school community |

Additional resources and information about the PSTs can be found in the *Guidelines for the Professional Standards for Teachers* available at <https://www.doe.mass.edu/edprep/resources/guidelines-advisories/>.

# Appendix E: Guidance for Field Supervisors

The Professional Standards for Teachers (PSTs) are aligned to the [Standards of Effective Practice](https://www.doe.mass.edu/edeffectiveness/standards/teaching/default.html) to ensure that beginning teachers are prepared for their first year in the classroom. This alignment means that there will be consistency between the skills candidates learn and develop in their preparation program and the expectations once they are employed.

The PSTs inform the instruction, feedback, and support candidates receive throughout their preparation program, including during field-based experiences. Each PST is assigned a level of practice that candidates must develop during their preparation program. These should serve as a guide for field supervisors to design and facilitate practicum experiences that will prepare candidates to become effective beginning teachers for all students, particularly those from systemically marginalized groups and communities.

Supervisors should also use the PSTs to provide high-quality feedback to candidates. The PSTs may guide coaching conversations and be utilized as a point of reflection for candidates as they set improvement goals and monitor their own progress. In the practicum, program supervisors and supervising practitioners are jointly responsible for utilizing the Candidate Assessment of Performance (CAP) to support candidate’s growth in the Essential Elements and evaluate their readiness for the licensure role.

A description of each level of practice is included below:

|  |  |  |
| --- | --- | --- |
| **Level** | **Expectation for Candidates** | **Examples** |
| Introduce | Candidates ***show understanding*** through coursework and/or in field-based experiences. | Readings, observations, assignments, assessments |
| Practice | Candidates have ***opportunities to practice, be observed, and receive feedback*** through coursework and/or in field-based experiences.  | Simulations, rehearsals, role plays; one-on-one, small group, or whole group instruction in field placements; planning and data meetings; engagement with the school community  |
| Demonstrate | Candidates consistently ***demonstrate competency*** through coursework and in field-based experiences.A subset of elements at the “demonstrate” level have been identified as the Essential Elements. These are the practices and skills assessed through the Candidate Assessment of Performance (CAP). Each Essential Element was selected in part because the knowledge and skills it describes serve as an umbrella to other elements within the PSTs (See [Appendix C](#_Appendix_C:_Crosswalk)). | *These should build on prior opportunities to practice and receive feedback*: One-on-one, small group, or whole group instruction in field placements; planning and data meetings; engagement with school community |

Additional resources and information about the PSTs can be found in the *Guidelines for the Professional Standards for Teachers* available at <https://www.doe.mass.edu/edprep/resources/guidelines-advisories/>.

# Appendix F: Glossary of Terms

**Academic achievement:**  Attainment of academic skills and knowledge to meet or exceed grade-level standards in a comprehensive and diverse range of subjects with ability to apply competencies in relevant, real-world contexts.

**All students:** *Each and every student*, inclusive of, but not limited to, students of all races, ethnicities, cultures, languages, socioeconomic statuses, sexual orientations, gender identities, and abilities, with particular focus on those who have been systematically marginalized or underserved, such as those students who identify as Black, Hispanic or Latino, Asian, Indigenous, and/or Multiracial.

**Anti-racist practices:** Practices that demonstrate that all racial groups are equals in their differences and resist and dismantle inequities due to individual and systemic racism to advance racial equity. The use of these practices fosters the development of an anti-racist school/classroom culture.

**Anti-racist educator:** An educator who believes racial groups are equals in all their differences and continually engages in self-reflective work that leads to educational policies, practices, conditions, and cultures that resist and dismantle inequities due to individual and systemic racism to advance racial equity. All educators should strive to be anti-racist, including those in predominantly white classrooms/schools/districts.

**Asset-based:** Asset-based approaches intentionally build on the strengths and capacities that learners bring to school, including their languages, cultures, and experiences versus deficit-based approaches that view differences as weaknesses.

**Bias:** A disproportionate weight that may be created intentionally or unintentionally in favor of or against an idea, thing, individual, or group.

**Candidate:**A person who is currently enrolled in an educator preparation program.

**Candidate Assessment of Performance (CAP):** A performance assessment used to gauge a teacher candidate's readiness in relation to the Professional Standards for Teachers (PSTs). CAP parallels the Massachusetts Educator Evaluation system. Successful completion of CAP is required to complete all initial teacher preparation programs.

**Completer:** A person who has successfully finished an educator preparation program, including alumnus or graduate of such program.

**Culturally responsive:** Cultural responsiveness is an approach to viewing students' culture and identity (including race, ethnicity, multilingualism, and other characteristics) as assets, and creating learning experiences and environments that value and empower all students. ([Supporting Culturally and Linguistically Sustaining Practices)](https://www.doe.mass.edu/instruction/culturally-sustaining/default.html).

**Culturally relevant:** Aligned with and affirming to students’ cultures, backgrounds, and identities. Culturally relevant pedagogy promotes students’ academic achievement, cultural competence, and sociopolitical awareness. ([Supporting Culturally and Linguistically Sustaining Practices)](https://www.doe.mass.edu/instruction/culturally-sustaining/default.html).

**Culturally and linguistically sustaining:** Practices that affirm and value students' cultures, prior experiences, and linguistic resources to make learning more relevant and effective; promote academic achievement, cultural competence, and sociopolitical awareness; and value multilingualism as an asset. These practices are essential for all students in the classroom, regardless of their background, culture, or identity. All students benefit from an approach that is intended to meet the needs of diverse learners, expand cultural competence and socio-political consciousness, and provide explicit instruction in the functions of language ([Supporting Culturally and Linguistically Sustaining Practices)](https://www.doe.mass.edu/instruction/culturally-sustaining/default.html).

**Curricular materials:** Resources teachers use to facilitate sequences of learning experiences (e.g., lesson and unit plans, texts); also called adopted or written curriculum, or instructional materials. ([Curriculum Matters](https://www.doe.mass.edu/instruction/impd/default.html)).

**Curriculum:** A sequence of student learning experiences teachers facilitate, may use curricular materials as a foundation; also called enacted or taught curriculum. ([Curriculum Matters](https://www.doe.mass.edu/instruction/impd/default.html)).

**Digital literacy:** The ability to use digital technology, communication tools, or networks to locate, evaluate, use, and create information; the ability to understand and use information in multiple formats from a wide range of sources when it is presented via computers; and the ability to perform tasks effectively in a digital environment. Literacy includes the ability to read and interpret media, reproduce data and images through digital manipulation, and evaluate and apply new knowledge gained from digital environments ([Digital Literacy and Computer Science Framework](https://www.doe.mass.edu/frameworks/dlcs.pdf)).

**Equity:** Exists when identity (including but not limited to race, ethnicity, gender, language, disability and ability) can no longer be used to predict social, economic, or educational outcomes. Enacting steps towards equity means making available opportunities and supports to eliminate bias and structural barriers at every level of the education system and society.

**Evidence-based:** Practices or programs that have evidence to show that they are effective at producing results and improving outcomes when implemented as supported by valid and reliable research. ([U.S. Department of Education)](https://ies.ed.gov/ncee/wwc/essa). Evidence-based practices include, but are not limited to, culturally and linguistically sustaining practices and use of high-quality curricular materials.

**Field-based experiences:** Experiences in PK-12 schools and classrooms, including observation of classrooms, pre-practicum, practicum/practicum equivalent, internship, or apprenticeship, that are integral components of any program for the preparation of educators.

**Field supervisors:** Program supervisor and supervising practitioner (see specific definitions below)

**Inclusive practices:** Pursuing deliberate actions to create welcoming environments and ensure differences are actively sought and heard, and that every individual feels a sense of belonging and a role in impacting decision-making, practices, and policies.

**Linguistically responsive:** Aligned with and affirming to students’ and families’ linguistic backgrounds and skills. This includes use of high-quality translation and interpretation ([The Massachusetts Blueprint for English Learner Success](https://www.doe.mass.edu/ele/blueprint/default.html)).

**Practicum/Practicum Equivalent:** A field-based experience within an approved program in the role and at the level of the license sought, during which a candidate's performance is supervised jointly by the supervising practitioner and program supervisor and evaluated through a performance assessment for the Initial license.

**Program of study:** The coursework, seminars, workshops, webinars, field experiences, and other program components that are required for the completion of an approved program.

**Program supervisor:** The supervisor from the educator preparation programs, under whose immediate supervision the candidate for licensure practices during a practicum. The program supervisor is responsible for overseeing the student teaching experience, observing and providing feedback to the candidate alongside the supervising practitioner, and coordinating the performance assessment.

**Sociopolitical awareness:** The ability to identify, analyze, and work to solve real-world problems by thinking critically and drawing conclusions about complex issues related to equity, identity, power, or bias.

**Sponsoring organization:** Institution of higher education or alternative preparation organization that provides, or seeks to provide, approved educator preparation programs. During the program approval process, evidence collection and evaluation will focus on the specific unit within the organization that oversees educator preparation programs (e.g., Education Department, School of Education). Approved sponsoring organizations have the ability to endorse candidates for Massachusetts licensure.

**Student:** A pupil enrolled in a PK-12 school.

**Supervising practitioner:** A PK-12 educator under whose immediate supervision the candidate for licensure practices during practicum. For the educator of record, a comparably qualified educator will function as the supervising practitioner during the practicum equivalent.

**Systemically marginalized groups:** Groups and communities that experience discrimination and exclusion on a systemic level because of unequal power relationships across economic, political, social, and cultural dimensions. These groups include but are not limited to race, ethnicity, culture, language, socioeconomic status, sexual orientation, gender identity, and ability.

# Appendix G: Additional Acknowledgements

Revisions to the *Guidelines for the Professional Standards for Teachers* were directly informed by updates to the *Classroom Teacher Model Rubric,* which reflects input from the following educators, students, and families across Massachusetts on anti-racist, inclusive, and equitable practices.

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# Appendix H: Works Cited

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1. Massachusetts Educational Equity Partnership. (2018). [↑](#footnote-ref-2)
2. Hosp, John L. (n.d.); Jiménez-Castellanos, O., & García, E. (2017). [↑](#footnote-ref-3)
3. See the [Continuous Improvement](https://www.doe.mass.edu/edprep/domains/improvement/slds.html) page on DESE’s Educator Preparation website for additional information. [↑](#footnote-ref-4)