

Teacher Competency

1. Professional Knowledge (*Comprehension of Content and Pedagogy*)

Teachers should:

- know and understand the fundamental ideas, principles and structure of the disciplines they teach.
- understand the links to other content areas and be able to integrate learning across and between content areas.
- know and understand and articulate a range of philosophies of learning.
- critically evaluate the range of teaching and learning theories and know how to apply them where appropriate.

2. Professional Practice (*Instruction & Classroom Environment, Planning & Preparation*)

Teachers should:

- plan and communicate clear, challenging and achievable expectations for pupils/students
- apply their knowledge and experience in facilitating students' holistic development
- create an environment where students can become active agents in the learning process and develop lifelong learning skills
- establish a climate where learning is valued and fostered and effectively manage the range of behaviours and situations that can occur in the classroom.
- plan for learning and employ a range of strategies that support differentiated learning in a way that respects the dignity of all students.
- plan for learning, and apply a range of assessment techniques both formative and summative and report on learning in a variety of contexts.
- take all reasonable steps in relation to the care of students under their supervision, so as to ensure their safety and welfare.

3. Professional Development

Teachers should:

- take personal responsibility for their own professional development and continually reflect on their professional practice to ensure it is effective.
- in a context of mutual respect, be open and responsive to constructive feedback regarding their professional practice and, if necessary, seek appropriate support, advice and guidance.
- demonstrate an openness and adaptability to respond effectively to a continually evolving education environment.

4. Professional Values & Relationships

Teachers should:

- motivate, inspire and celebrate students' effort and success.
- respect the uniqueness, individuality and specific needs of students and promote their holistic development.
- work in a collaborative manner with students, parents, school leadership, other members of staff, relevant professionals and the wider school community, as appropriate, in the interests of sharing, developing and supporting good practice and maintaining the highest quality of educational experiences for students.
- be committed to equality and inclusion and to respecting and accommodating diversity.
- uphold high professional ethics with regard to their own conduct.
- communicate effectively with students, colleagues, parents, school management and others in the school community in a manner that is professional, collaborative and supportive, and based on trust and respect.

5. Contribution to the School and Community (*Extra-curricular / other competencies*)

Teachers should:

- participate in and support the work of extra-curricular programmes/activities.
- have an understanding of the School context within the Education and Training Board.
- possess a capacity to support and promote wider student endeavours and overall school development.