

## **Criterion Four: Contribution to the Profession**

### **3=***The candidate contributes significantly to the profession by:*

- Consistently contributing to and promoting a culture of continuous learning.
- Preparing and supporting new educators to be successful in their varied roles and responsibilities.
- Ensuring that all staff members are successful in their varied roles and responsibilities.
- Encouraging the principle of distributed leadership within their building or district, ensuring that teacher leaders serve as mentors, coaches, and support resources for others.

### **2=***The candidate contributes occasionally to the profession by:*

- Periodically contributing to and promoting a culture of continuous learning.
- Preparing and supporting new educators to understand their varied roles and responsibilities.
- Ensuring that all staff members understand their varied roles and responsibilities.
- Advocating the principle of distributed leadership within their building or district, helping a limited number of educators to assume mentoring and instructional leadership roles.

### **1=***The candidate rarely contributes to the profession by:*

- Developing and implementing traditional school improvement and professional development plans.
- Allowing others to assume responsibility for the success of new teachers.
- Assuming that all staff members understand their varied roles and responsibilities without requiring support or intervention.
- Modeling traditional leadership styles and behaviors with little if any emphasis upon distributed leadership.