



THE SCHOOL DISTRICT OF PHILADELPHIA

Teacher of the Month Nomination Criteria

ANCHOR GOAL	EXPECTATION	INDICATOR	EVIDENCE
100% of students will graduate ready for college and career.	Student-First Perspective Guides the Work	AG.1	Works and teaches with the best interests of students in mind. Leads with "how does this affect the students?"
		AG.2	Balances rigorous tasks/goals with the proper support needed to ensure student success.
	Belief in the Inherent Value & Potential of Every Student	AG.3	Demonstrates knowledge of, interest in, and respect for diverse students, communities, and cultures.
		AG.4	Fosters a respectful work or classroom environment that promotes equity and appreciation of differences.
100% of 8 year-olds will read on or above grade level.	Inherent & Unwavering Optimism Toward All Students	AG.5	Actively believes in the potential of every student, regardless of personal circumstance, test scores, etc.
		AG.6	Seeks opportunities to provide all students with better or improved resources in order to promote their success.
	Encourager Attitude	AG.7	Maintains a "can-do" attitude that positively affects morale.
		AG.8	Overcomes and learns from challenges, obstacles, failures quickly. Encourages colleagues, students, etc. to do the same.
100% of positions are filled by great teachers, principals, and employees.	SDP Ambassador Personally & Professionally	AG.9	Seeks opportunities to connect people to the District by promoting job or volunteer opportunities. Uses his/her sphere of influence to direct people to SDP offerings, events, or occasions.
		AG.10	Acts as an unofficial representative of SDP and behaves in an ethical manner that is representative of the values of the District.
	Generous Toward & Proud Of SDP	AG.11	Publicly promotes the good news about SDP.
		AG.12	Focuses on the positives.
100% of funding for great schools is secured with zero deficit.	Excellent Steward of Resources	AG.13	Strategically uses available resources for maximum impact.
		AG.14	Makes sensible financial decisions that are clearly aligned to their role and positively affect the schools and students.
	Selfless Disposition	AG.15	Sacrifices in service to the greater department, school, or district needs.

CORE VALUE	EXPECTATION	INDICATOR	EVIDENCE
All students can and will learn.	Perseverant, Never-Quit Attitude	CV.1	Remains motivated and optimistic in the face of challenges.
		CV.2	Displays grit that inspires teammates and colleagues to be their best.
	Equitable & Differentiated Processes, Procedures, and Plans.	CV.3	Demonstrates and applies knowledge of different needs, challenges, interests and cultures to promote equity in the school or workplace.
		CV.4	Shows appreciation for differences. Considers and values alternative opinions and experiences.
High quality instruction is central to the work.	Dilligence	CV.5	Is collaborative, hard-working, team-focused.
		CV.6	Pursues professional growth, opportunities to learn from others, personal capacity-building.
	Integrity	CV.7	Holds him/herself to a high professional standard. Works with honesty and transparency. Celebrates personal sucess and the success of others.
		CV.8	Demonstrates self-awareness, admits and learns from mistakes. Reflects on work and best practices with self and others, and acts on feedback.
Schools are learning organizations.	Education-First Strategy & Decision-Making	CV.9	Clearly proposes and communicates strategies that are data-driven, standards-based, and otherwise beneficial to students and schools.
		CV.10	Provides leadership in decision-making and checks for understanding and agreement among teammates and key stakeholders.
	Servant Mindset	CV.11	Consistently considers ways to improve the learning environment, and asks "how can I help?" or "what can I do?"
		CV.12	Contributes to the advancement of professional team as a whole, thereby increasing the teams capacity to serve students, schools and the District.
Parents & Families are our partners.	Empathy	CV.13	Puts him/herself in the shoes of parents and families. Considers their challenges when making decisions, strategizing, and offering opinons or advice.
		CV.14	Builds connections with colleagues using professional openness and shows a willingness to share personal experiences that align with schools/student audience.
	Transparency & Collaboration	CV.15	Advocates for and engages colleagues, students, famililes, and the community in support of schools and students.
		CV.16	Thrives in communicating challenges and praises openly with colleagues, students, families, and the community.
We are trusted stewards of public resources.	Frugal & Enterprising	CV.17	Shows creativity and resourcefulness in acquiring tools needed to perform job functions well.
		CV.18	Considers spending habits; makes wise, sensible spending decisions.
	Organized & Thoughtful	CV.19	Works efficiently in ways that minimize waste and maximize productivity.
		CV.20	Establishes personal task-management criteria that assist in the prioritization of needs, and actions.