

# STANDARDS OF COMPETENCY

## **Standards of Competent Professional Performance for Holders of Public School Certificates**

The following standards apply only to holders of public school certificates.

### **General:**

The standards listed in this section are held to be generally accepted minimal standards for public school certificate holders in Nebraska with respect to competent performance and are therefore declared to be the criteria of competency adopted pursuant to the provisions of Section 79-866 R.R.S.

## **Administrative and Supervisory Requirements for Holders of Public School Certificates:**

Educators must possess the abilities and skills necessary to accomplish the designated task.

Each educator shall:

1. Keep records for which he or she is responsible in accordance with law and policies of the school system;
2. Supervise others in accordance with law and policies of the school system;
3. Recognize the role and function of community agencies and groups as they relate to the school and to his or her position, including but not limited to health and social services, employment services, community teaching resources, cultural opportunities, educational advisory committees, and parent organizations.
4. Each teacher and special services provider shall:
5. Utilize available instructional materials and equipment necessary to accomplish the designated task;
6. Adhere to and enforce written and dated administrative policy of the school which has been communicated to the teacher or special services provider;
7. Use channels of communication when interacting with administrators, community agencies, and groups, in accordance with school policy.

Each administrator shall:

1. Use available instructional personnel, materials and equipment necessary to accomplish the designated task;
2. Adhere to and enforce school law, state board regulation, and written and dated school board policy which has been communicated to the administrator;
3. Use channels of communication when interacting with teachers, community agencies and groups in accordance with school policy.

### **Analysis of Individual Needs and Individual Potential for Holders of Public School Certificates:**

The educator shall utilize or promote the utilization of diagnostic techniques to analyze the needs and the potential of individuals. These may include but need not necessarily be limited to:

1. Personal observation;
2. Analysis of individual performance and achievement;
3. Specific performance testing.

### **Instructional Procedures for Holders of Public School Certificates:**

Each educator shall seek accomplishment of the designated task through selection and utilization of appropriate instructional procedures.

1. Therefore, each educator shall:
  - a. Create an atmosphere which fosters interest and enthusiasm for learning and teaching;
  - b. Use procedures appropriate to accomplish the designated task;
  - c. Encourage expressions of ideas, opinions and feelings.
  
2. Each teacher shall:
  - a. Create interest through the use of materials and techniques appropriate to the varying abilities and background of students;
  - b. Consider individual student interests and abilities when planning and implementing instruction.
  
3. Each administrator shall:
  - a. Support the creation of interest by providing the materials, equipment and encouragement necessary for the teacher to accomplish the designated task;
  - b. Make reasonable assignment of tasks and duties in light of individual abilities and specialties and available personnel resources.

### **Communication Skills for Holders of Public School Certificates:**

In communicating with students and other educators, each educator, within the limits prescribed by his or her assignment and role, shall:

1. Utilize information and materials that are relevant to the designated task; 005.05B Use language and terminology which are relevant to the designated task;
2. Use language which reflects an understanding of the ability of the individual or group;
3. Assure that the designated task is understood;
4. Use feedback techniques which are relevant to the designated task;
5. Consider the entire context of the statements of others when making judgments about what others have said;

6. Encourage each individual to state his ideas clearly.

### **Management techniques for Holders of Public School Certificates:**

The educator shall:

1. Resolve discipline problems in accordance with law, school board policy, and administrative regulations and policies;
2. Maintain consistency in the application of policy and practice;
3. Use management techniques which are appropriate to the particular setting such as group work, seat work, lecture, discussion, individual projects and others;
4. Develop and maintain positive standards of conduct.

### **Competence in Specialization for Holders of Public School Certificates:**

Each educator shall:

1. Possess knowledge, within his or her area of specialization, consistent with his or her record of professional preparation;
2. Be aware of current developments in his or her field;
3. Possess knowledge of resources which may be utilized in improving instruction in his or her area of specialization.

### **Evaluation of Learning and Goal Achievement for Holders of Public School Certificates:**

An educator shall accept responsibility commensurate with delegated authority to evaluate learning and goals achievement, and each educator shall:

1. Utilize several types of evaluation techniques;
2. Provide frequent and prompt feedback concerning the success of learning and goal achievement efforts;
3. Analyze and interpret effectively the results of evaluation for judging instruction, the achievement of stated goals, or the need for further diagnosis;
4. Utilize the results of evaluation for planning, counseling and program modification;
5. Explain methods and procedures of evaluation to those concerned.

### **Human and Interpersonal Relationships for Holders of Public School Certificates:**

Educators shall possess effective human and interpersonal relations skills and therefore:

1. Shall allow others who hold and express differing opinions or ideas to freely express such ideas;
2. Shall not knowingly misinterpret the statement of others;
3. Shall not show disrespect for or lack of acceptance of others;

4. Shall provide leadership and direction for others by appropriate example;
5. Shall offer constructive criticism when necessary;
6. Shall comply with reasonable requests and orders given by and with proper authority;
7. Shall not assign unreasonable tasks;
8. Shall demonstrate self-confidence and self-sufficiency in exercising authority.

### **Personal Requirements for Holders of Public School Certificates:**

In assessing the mental or physical health of educators, no decision adverse to the educator shall be made except on the advice or testimony of personnel competent to make such judgment by reason or training, licensure and experience. However, certain behaviors are held to be probable cause to examine, and each educator within the scope of delegated authority shall:

1. Be able to engage in physical activity appropriate to the designated task except for temporary disability;
2. Be able to communicate so effectively as to accomplish the designated task;
3. Appropriately control his or her emotions;
4. Possess and demonstrate sufficient intellectual ability to perform designated tasks.

### **Standards for Continuance in Professional Service for all Certificate Holders**

Continuance in professional service requires the maintenance of a valid teaching, administrative, or special services certificate in accordance with the laws of the State of Nebraska.

### **Standards for Contractual Obligations for all Certificate Holders**

Educators shall adhere fully to the terms of a contract or appointment.

Title 92, *Nebraska Administrative Code* (NAC), Chapter 27, Section 005 – Standards of Competent Professional Performance for Holders of Public School Certificates; Section 006 – Standards for Continuance in Professional Service for all Certificate Holders; Section 007 – Standards for Contractual Obligation for all Certificate Holders