

## Revere Public Schools Exemplary Educator Profile



The purpose of this document is to provide a tool for educators who are looking to reach exemplary ratings. This tool should not be used as a checklist to determine whether an educator is exemplary. Keep in mind that job responsibilities are fluid and may continue to evolve to reflect the goals and initiatives of RPS.

An educator who is exemplary in one or more indicator/standard is someone who exceeds the standards for Proficient in those areas. She or he consistently goes above and beyond required job responsibilities. Some of the qualities of an exemplary educator include but are not limited to the list below.

- An exemplary educator is a leader.
- An exemplary educator has a positive disposition and helps to cultivate a positive culture within his or her school and the district. The exemplary educator tries to spread positive morale and is an encourager rather than a “caveman”.
- An exemplary educator is a collaborative, sharing professional. He or she is willing to share and model his or her work beyond PLG time.
- An exemplary educator has a growth mindset and is non-complacent in his or her professional work. The educator is reflective and welcomes all types of feedback to make positive changes in his or her practice. An exemplary educator is calm under pressure and has a solutions- oriented mindset.
- An exemplary educator is highly self-motivated and takes advantage of growth opportunities. (Professional development, presenting at conferences, committees, leadership opportunities, etc.)
- An exemplary educator ensures a safe learning environment by consistently applying strong classroom management skills and supporting school wide behavior management programs.
- An exemplary classroom teacher is an expert in his or her content area. The educator has high classroom expectations and consistently prepares and delivers rigorous lessons. This teacher uses data driven instruction to move kids towards proficiency and beyond in the classroom. There is evidence of positive growth in the students’ day to day work.
- An exemplary educator fosters strong relationships with his or her colleagues and students. There is a strong sense of community and collaboration within the educator’s classroom. (And beyond the classroom walls when appropriate.)
- An exemplary educator is open to observations from peers, administrators, and visitors from within or outside the district.
- An exemplary educator has clear communication skills and can articulate their ideas, needs, or accomplishments in a professional manner. This educator does not need to self-promote but can share their successes in an appropriate way. (Inviting visitors into their classrooms, uploading evidence to the cloud, informing stakeholders of publications/ speaking engagements, etc.)

To be rated overall exemplary, an educator needs to be rated as Proficient in Standards I and II and it would be rare to see neither standard rated Exemplary. It should be noted that one does not have to rate themselves as exemplary in order to receive an exemplary rating in one or more sections of the rubric. Likewise, one’s work may be considered exemplary in some aspects but not in others, which may impact the overall rating. *An example: Paul is a mentor to two colleagues and has presented at a State educational conference each year. However, he has a pattern of arriving late to work. Paul is unlikely to receive an exemplary rating.*

This document is property of Revere Public Schools and should not be shared/ copied without expressed permission from the district.