



Bellevue Community Schools Teacher Profile

Gathering and Using Data

the competence to collect and analyze appropriate data sources to inform classroom decisions
the capacity to rigorously create and sustain a well-orchestrated system of ongoing data collection and analysis to inform a continuously responsive and adaptive system of tiered instruction attentive to students' specific academic needs
the talent to skillfully use student and skill specific data to directly benefit student learning
the ability and desire to design and utilize formative assessments to modify and adjust instruction on a daily basis

Collaborating and Forming Partnerships

the strong desire and ability to build meaningful, caring relationships with students in order to exert academic press and influence.
the aptitude to sustain an effective system of shared routines and protocols that improve classroom culture and student achievement
the talent to build a classroom environment that is one of mutual respect, teamwork, and accountability
the skill and willingness to leverage the student support network to ensure that students' social, emotional, nutritional and health needs are addressed
the ability to help create and thrive in a professional environment that is one of mutual respect, teamwork, and accountability

Remaining Intentional and Focused on Teaching and Learning

the ability to collaboratively create and execute clear, logical instructional plans that produce strong results in student learning;
the strong desire and ability to achieve outstanding student achievement results in a short amount of time
the power to stay visibly focused and self assured despite the barrage of personal and professional attacks common during times of rapid change
exert his/her influence for results
foster analytical thinking, conceptual thinking and problem-solving in others
the commitment to coordinate instruction within and across grade levels
the aptitude to discuss subject specific content instruction and the drive to try out new ideas to improve student learning
the capacity to align curriculum, instruction and assessments while responding to the individual needs of students
the skill to implement a tiered system of instruction within the classroom to meet the needs of all students
prioritize student-learning needs over the customs, routines, and established relationships that can stand in the way of necessary change
achieve results by taking risks and reflecting and acting on lessons learned
maintain the drive for results by demonstrating persistence, directness, and the ability to monitor and plan ahead
commit to the relentless pursuit of increasing student learning
skillfully challenge the status quo

Modeling a Learning/Growth Mindset and Developing Others as Inquirers and Collaborators

the talent to foster collective responsibility and ownership for greater student achievement
the knowledge to ensure a strong connection between learning goals and classroom activities
prioritize student-learning needs over the customs, routines, and established relationships that can stand in the way of necessary change
achieve results by taking risks and thinking outside the box
the motivation and drive necessary to ensure that instructional-specific conversations are taking place throughout the school through practices intentionally designed to focus conversations and efforts on reflecting on and improving one's own practice
the ability to seek out knowledgeable peers, coaches or administrators for instructional support in the never ending quest to deliver the vision of high quality subject-specific instruction in every class period every day.

These are the competencies we are looking for based around the MiExcel process. We fully understand that this is a lot for a first year or any year teacher, but we are willing to take the steps to assist you in becoming that master teacher we will expect you to be. We provide professional development around these principals on an individual and full staff basis. What we truly want is a person who understands that teaching is not a job, but a passion. There are those that can say. %o teach.+but at Bellevue we are looking for a teacher that will grow with us. Our pay scale is competitive at the start and is highly competitive at the top of the scale. Our goal is to not only make sure our teachers receive the compensation now, but have a healthy retirement benefit through the State of Michigan.