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Rehoboth Christian School

DESCRIPTION OF



**EFFECTIVE
TEACHING**

DESCRIPTION OF EFFECTIVE TEACHING

Introduction

This document is foundational to the approach to teacher evaluation at Rehoboth Christian High School.

It is important to define the expectations of a teacher in each particular school. As each independent school has its own unique history, rationale, aims, parent and student community, physical resources and organisational structures, the expectations of what constitutes a suitable and effective teacher will vary from school to school.

This description then serves as the preset criteria against which we evaluate. Without these criteria there is always a danger that teachers are judged by an individual's personal concepts of what makes a good teacher.

Teachers should familiarise themselves with this description, ensure that they understand each aspect and use it regularly as the basis for their own ongoing self-evaluation.

Teachers should also take time to consider the Bible verses listed for Part 1 ('Spiritual Traits ...') and Part 4 ('Biblical Practices ...').

The division of this description into four parts is based on the four categories suggested in the C.S.I. booklet Reporting Teacher Growth, and aims to give a comprehensive description of what is required of a teacher at Rehoboth Christian High School.

The description may seem a little daunting and idealistic – but in that sense it provides us with a GOAL FOR GROWTH and CRITERIA FOR EVALUATION.

DESCRIPTION OF EFFECTIVE TEACHING

The description is in four parts:-

1. Statements of **CHRISTIAN PERSPECTIVES** which govern teachers' thinking, interpretation and living.
2. A listing of **SPIRITUAL TRAITS** which should characterise Christian leaders.
3. A list of **COMPETENCIES** necessary for effective teaching in general.
4. A summary of **BIBLICAL PRACTICES** which should characterise Christian teachers in their interactions with one another.

1. **Statements of CHRISTIAN PERSPECTIVE** which should govern teachers' thinking, interpretation and living.

Teachers at Rehoboth Christian High School should

- 1.1 have a personal commitment to Christ as Saviour and Lord.
- 1.2 be active, committed members of their churches.
- 1.3 be prepared to show their commitment to the cause of parent-controlled Christian Education by becoming members of The Association for Christian Education.
- 1.4 be able to declare their agreement with the doctrinal standards nominated in the constitution of The Association for Christian Education (The Westminster Confession of Faith and/or 'The Three Forms of Unity').
- 1.5 be prepared to examine the implications of the above doctrinal standards in developing a reformed approach to Christian Education.
- 1.6 understand and defend the principles and aims which characterise this particular Christian school.
- 1.7 be committed to developing a Christian understanding of the world, of their subject areas and of the child, family and educational process. This should be seen as an integral part of their ongoing professional development as teachers in a Christian school.
- 1.8 work diligently to present Christ-centred approaches and perspectives on all subjects taught so that the Lordship of Christ over all things is acknowledged.
- 1.9 express their Christian commitment, and their desire to see God's will in all areas of life, freely in their classroom.
- 1.10 model Christian behaviour in the classroom.
- 1.11 provide leadership in the development of the spiritual growth of their students.

2. **A Listing of SPIRITUAL TRAITS** which should characterise Christian leaders.

(see Micah 6:8 / Romans 12:9-21 / Galatians 5:22-23 / Colossians 3:12-17, 23-24 / Titus 1:5-9).

Teachers at Rehoboth Christian High School should

- 2.1 uphold the authority of the Christian home, acknowledging that the school is an extension of that home, and hence communicating regularly and working with parents as partners.
- 2.2 acknowledge that the students are God's covenant children and are still growing in their awareness of Him and His claims on them.
- 2.3 encourage students by sound doctrine, leading them to respond willingly and consistently to God's covenant claims, and to grow in faith
- 2.4 pray for students, parents and each other.
- 2.5 show dedication to students, parents and each other, seeking to build each other up in love and service to God.
- 2.6 demonstrate warmth and respect for students as individuals made in God's image.
- 2.7 be zealous for the Lord, maintaining spiritual fervour and joy and seeking to grow in Christian maturity.
- 2.8 Show patience, kindness, gentleness, humility, forgiveness, fairness and self control in dealings with students, parents and each other, seeking to model the fruits of the Spirit in their relationships and personal lives.
- 2.9 work wholeheartedly, and encourage students and each other to use their talents to God's glory.
- 2.10 communicate confidence in their own ability and calling as teachers.

3. A list of **COMPETENCIES** necessary for effective teaching in general

A. **MOTIVATION**

Teachers at Rehoboth Christian High School should

- 3.1 show enthusiasm for their subject and aim to excite and motivate students.
- 3.2 encourage students to have a wide view of their studies seeing their individual subjects in the context of their total perception of life.
- 3.3 teach students how to learn rather than merely complete a syllabus.
- 3.4 challenge students to think rigorously, creatively and Christianly.
- 3.5 stimulate all students to participate in class discussions and activities.
- 3.6 motivate students with positive feedback and praise.
- 3.7 allow students to gain a sense of satisfaction and mastery by setting some goals which can be achieved by all students.
- 3.8 make classrooms interesting and stimulating learning environments.
- 3.9 use a variety of interesting and stimulating learning resources (handouts, texts, activities, teaching aids).

B. **KNOWLEDGE**

Teachers at Rehoboth Christian High School should

- 3.10 know their subject matter well and remain up-to-date.
- 3.11 be conscious of how best to impart knowledge efficiently and effectively for different concepts, skills etc.
- 3.12 have an appropriate, recognised teaching qualification.
- 3.13 remain up-to-date in their understanding of educational issues, teaching methods, classroom practices etc.
- 3.14 have a good understanding of the Bible.
- 3.15 apply Biblical concepts and perspectives relevant to a subject area both overtly and covertly in the classroom.

C. COMMUNICATION

Teachers at Rehoboth Christian High School should

- 3.16 demonstrate the ability to write in a logical, easily understood style, with appropriate grammar and sentence structure.
- 3.17 demonstrate the ability to read, comprehend and interpret professional material.
- 3.18 demonstrate the ability to communicate information orally on a given topic in a coherent and logical manner.
- 3.19 use language appropriate to the students' level of development.
- 3.20 be able to maintain the interest and attention of students.
- 3.21 be able to adapt teaching style and approach according to student response and attendant behaviour.
- 3.22 use sound and stimulating questioning techniques.
- 3.23 probe student responses for clarification, elaboration and to monitor understanding.
- 3.24 use appropriate concrete examples for abstract concepts.
- 3.25 give students clear outlines of unit/subject content, expectations, standards and assessment procedures.
- 3.26 give students (individually and collectively) clear performance feedback, together with suggestions and corrective guidelines to help them improve.

D. CLASSROOM MANAGEMENT

Teachers at Rehoboth Christian High School should

- 3.27 establish clear procedures and standards for entry and departure from a room, movement within the room, asking and answering questions etc.
- 3.28 clarify what behaviour standards are expected and insist on them.
- 3.29 begin lessons efficiently and effectively.
- 3.30 close lessons neatly with appropriate recapitulation of main points and instructions.
- 3.31 arrive at school on time and be punctual for all lessons.
- 3.32 be prepared with lesson plans, materials, equipment, blackboards etc.

D. CLASSROOM MANAGEMENT (cont.)

- 3.33 have well structured lessons which consider motivation, consolidation, application, practice, repetition and reinforcement.
- 3.34 be able to employ group learning techniques and maintain proper supervision of groups.
- 3.35 be able to monitor the effectiveness of their own teaching and student learning and be willing to adapt programmes accordingly.
- 3.36 draw on a range of classroom management techniques.
- 3.37 be able to keep students 'on task'.
- 3.38 monitor student behaviour actively by moving around the room and speaking with individuals from time to time.
- 3.39 be able to maintain 'control-at-a-distance' over the entire class.
- 3.40 be able to identify not only the symptoms of classroom misbehaviour, but also the causes.
- 3.41 make effective use of disciplinary structures existing in the school.
- 3.42 show flexibility and fairness in dealing with different situations and pupil behaviours.
- 3.43 exhibit a sense of humour in the classroom.

E. PLANNING / ORGANISATION / ADMINISTRATION

Teachers at Rehoboth Christian School should

- 3.44 articulate clear aims and objectives
- 3.45 prepare programmes of work which reflect thought, care, variety and appropriate detail (eg: resources, content, method, activity, assessment etc.)
- 3.46 plan individual lessons considering objectives, teaching steps, revision, consolidation, recapitulation, activity, resources, notes, summaries, assignments and assessment (as appropriate).
- 3.47 make effective use of student records and files and respect confidentiality of personal information.
- 3.48 be able to use a variety of assessment and testing techniques and be competent in devising tests.
- 3.49 maintain clear and accurate assessment records and files.

- 3.50 understand the assessment structures used by the school and competently complete relevant forms and student reports etc. as required by the school or Curriculum Council
- 3.51 set appropriate and meaningful homework in line with school guidelines and policies and supervise and mark this.
- 3.52 respond efficiently to requests for information, completion of forms etc. from the school administration.
- 3.53 perform assigned administrative tasks efficiently and promptly.
- 3.54 use non-teaching time effectively during the day.
- 3.55 be willing to implement change and be innovative.

F. GENERAL

Teachers at Rehoboth Christian High School should

- 3.56 be neat and professional in dress.
- 3.57 be familiar with and enforce school rules and uniform requirements.
- 3.58 be familiar with school procedures, requirements and organisational matters as laid out in the Associations Policy & Procedures manual, Staff Handbook, staff memos and decisions from staff and School Board meetings.
- 3.59 be an active member of the relevant 'subject department(s)'.
- 3.60 be available for extra-curricular work and meetings outside of regular hours when required.
- 3.61 attend and participate in staff meetings and staff professional development work.

4. A summary of **BIBLICAL PRACTICES** which should characterise Christian teachers in their interactions with one another and can be 'modelled' to students.

(see Matthew 18:15 / Romans 12:3-8; 14-19; 15:5-7 / Galatians 5:13; 6:1,2 / Ephesians 4:3, 11-16; 5:21 / Philippians 2:3-4,14 / Colossians 1:28,29; 3:16 / 1 Thessalonians 2:10-12; 5:11 / Titus 3:1,2)

Teachers at Rehoboth Christian High School should

- 4.1 encourage and instruct each other towards Christian growth and professional development as Christian teachers.
- 4.2 recognise the variety of Christian gifts among staff members and aim to function corporately, learning from and growing with others.
- 4.3 be humble in their assessment of themselves and be prepared to submit to one another.
- 4.4 work for unity and harmony among the staff and among members of the school community for mutual edification.
- 4.5 recognise each others' needs and serve each other.
- 4.6 deal with conflicts in love, restoring each other gently, humbly and with prayer.
- 4.7 uphold the authority and professional integrity of other staff.
- 4.8 accept and share special responsibilities and duties when required.
- 4.9 show concern and love for all staff members.