

VIPKID Teacher Applicant Performance Indicator



The Teacher Applicant Performance Indicator's purpose is to show where applicants' talents lie within a three-tier system that measures teaching quality, based off of twenty-four distinct areas. The three-tier system is comprised of red, yellow, and green tiers that are indicative of an applicant's teaching ability. The red tier is unacceptable quality, the yellow is partially acceptable quality, and the green tier is acceptable teaching quality.



Domain of Professional Practice: ESL Foundation

Area One: *TPR & Demonstration*

Teacher uses TPR when needed and can model how to complete tasks and accelerate student understanding. (Circles, draws a line or hand signals to demonstrate how to perform the task on the PPT).

Area Two: *Level Appropriate Output*

Teacher output (speaking speed, difficulty of words, sentence length) is appropriate for the student's level.

Area Three: *Attitude*

Teacher demonstrates enthusiasm and appropriate attitude (attentive, smiling, fun, encouraging, etc.) throughout the class; this effectively motivates and encourages the student's focus on the lesson.

Area Four: *Supplementary Tools*

Teacher has useful and visible supplementary tools (whiteboard, letter cards, puppets, etc.) that help teach the material and enhance the class.

Area Five: *Mastery of English*

Teacher displays mastery of English language. This includes synthetic phonics, grammar, syntax, diction, etc.

Area Six: *Positive Correction*

Teacher corrects student's English in a positive fashion (constructive criticism, feedback, etc.). This includes synthetic phonics, grammar, syntax, diction etc. when speaking.

Area Seven: *Repetition*

Teacher prompts repetition when a student struggles with new content; repetition should occur upon the correction of imperfect sentences, as well as with words that do not follow common English language rules or phrases with which the student struggles.

Area Eight: *Full Sentences*

Teacher attempts to have student speak in level-aligned full sentences (lower level students may not be able to use full sentences but teacher encourages them to).

LEVEL DESCRIPTORS (used to evaluate and score each area above)*:



Always fulfills the requirements.



Sometimes fulfills the requirements.



Rarely fulfills the requirements.

* For Area Four (supplementary tools): low = 0 tools, medium = 1 tools, high = 2+ tools

Domain of Professional Practice: VIPKID Techniques

Area One: *Classroom Management*

Teacher manages the class by rewarding the student for doing well and reprimanding the student when necessary. An age appropriate reward system is in place.

Area Two: *Lesson Planning*

Teacher has prepared for the lesson before class; he/she has included engaging, fun, and educational activities which are explained clearly (teacher doesn't halt class to read tips).

Area Three: *Efficient Pacing & Timing*

Teacher displays efficient pacing and timing of the class. Time spent on slides depends on the student's comprehension and grasp of the content, but teacher strives to cover all slides.

Area Four: *Rapport*

The teacher eases into the class after a greeting or introduction that establishes good rapport. He/she sustains positive rapport throughout the class and ends with proper closure (that is not abrupt).

Area Five: *Energy Level*

Teacher demonstrates an energy level that is appropriate to different parts of the lesson such as reading, activity, introductions, etc.

Area Six: *Lesson Objectives*

Teaches content as laid out in the lesson objectives (math, phonics, vocabulary, HFW, social studies etc.) to complete them.

LEVEL DESCRIPTORS (used to evaluate and score each area above)*:



Always fulfills the requirements.



Sometimes fulfills the requirements.



Rarely fulfills the requirements.

* For Area Four (Rapport): low = no rapport at start or end, medium = start or end no rapport, high = start and end build rapport

Domain of Professional Practice: Teaching Practices

Area One: *Talk Time*

Student output (difficulty of words spoken, sentence length, speaking speed) influences overall teacher/student talk time ("T"50/50"S" for lower level and "T"30/70"S" for higher level).

Area Two: *Adapting to the Student*

Teacher adapts lesson to the student's learning style (auditory, visual, or kinesthetic) and personality (considering the student's age, behavior, background, and reaction to teaching style).

Area Three: *Patience*

Teacher is patient and gives student ample time to respond, building student confidence. Teacher does not interrupt the student or rush them.

Area Four: *Transcending*

Attempts to transcend (go beyond) the PPT to help explain PPT content. The teacher uses the student's previous knowledge to help them understand slide content.

Area Five: *Extending*

Teacher extends on content when the student shows capability or when there is time. The teacher adds to the student's existing knowledge.

LEVEL DESCRIPTORS (used to evaluate and score each area above):



Always fulfills the requirements.



Sometimes fulfills the requirements.



Rarely fulfills the requirements.

Domain of Professional Practice: Professionalism

Area One: *Presentable*



Acceptable: The teacher is wearing a polo, button up, or t-shirt without any lettering or distracting pattern. The shirt and teacher are clean, neat, and appropriate for teaching children.



Growth Area: The teacher fails to do any part of description "A".

Area Two: *Technology*



Acceptable: Class technology (computer, mouse, hardline internet connection) is ready and functional. The audio is also high quality.



Growth Area: The mouse is not functional, and/or has low-quality audio (e.g. unclear, tinny, has static or echoes).

Area Three: *Background*



Acceptable: The class background (in video frame) creates a learning atmosphere (visible props, uncluttered, designated area, and optimized for teaching).



Growth Area: The teacher fails to do any part of description "A".

Area Four: *Distance*



Acceptable: The teacher maintains an appropriate distance from the camera, camera angle is distortion free and the teacher is visible at all angles during class time.



Growth Area: The teacher fails to do any part of description "A".

Area Five: *Lighting*



Acceptable: The lighting is balanced and allows the student to clearly see the teacher, background, and teaching tools. There are no shadows on the teacher throughout class time.



Growth Area: The teacher fails to do any part of description "A".