

Name: _____
 Employee ID/Number: _____
 Document Status: _____
 Content: _____
 Pre Observation Meeting: _____
 Post Observation Meeting: _____

 School/Area: _____
 Assignment: _____
 Contract: _____
 Observation Date: _____
 Start Time: _____ End Time: _____

I. Professional Preparation	
a. Demonstrates accurate, up-to-date knowledge of subject(s)	Rating:
b. Demonstrates knowledge of how to integrate subject matter/disciplines and literacy across content areas	Rating:
c. Plans and Implements research-based best practices	Rating:
d. Develops lesson plans incorporating effective lesson design	Rating:
e. Plans and Implements district-adopted curriculum through alignment of resources and assessments	Rating:
f. Aligns content within course and with previous and succeeding grades/courses	Rating:
II. Professional Techniques	
a. Communicates to students expectations for learning	Rating:
b. Models and facilitates higher-level thinking, problem solving, creativity, and flexibility	Rating:
c. Adapts instruction to meet the instructional needs of all students	Rating:
d. Uses a variety of formative and summative assessments to make instructional decisions	Rating:
e. Provides varied opportunities for student demonstrations of learning	Rating:
f. Explicitly communicates criteria for student success	Rating:
g. Provides meaningful and constructive feedback to students	Rating:
h. Maximizes available instructional time	Rating:
i. Develops relationships with students that fosters a culturally responsive learning environment	Rating:
j. Develops a safe and welcoming learning environment	Rating:
k. Collaboratively develops, models, and communicates clear expectations for student behavior within a learning environment	Rating:
l. Implements classroom and building rules and procedures	Rating:
III. Professional Responsibilities	
a. Participates in professional learning opportunities and applies what is learned	Rating:
b. Establishes and maintains professional communication which is clear, responsible, and respectful	Rating:
c. Establishes and maintains meaningful two-way communication in a timely manner with students and guardians	Rating:
d. Collaborates to accomplish team, school-wide, and district-wide goals and practices	Rating:
e. Maintains up-to-date records of student progress according to District policy and school norms	Rating:

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II. Reflection	
a. What's going well so far? What growth have I seen in my students?	Comments:
b. What do I see as my biggest challenge right now?	Comments
c. What support do I need? What support is available for me to access?	Comments:
d. Where am I with work/life balance and self-care?	Comments:
e. Looking back on my thoughts of what I wanted to learn more about in September, is this still something I think is valuable and will support my students or should I change my focus?	Comments:
f. What does my data/experience tell me about where my students are and what they need?	Comments:
Who captured the answers to the Reflection section questions:	Select Option: Educator Evaluator Both

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IV.
Strengths: -
Growth Producing Feedback: -

Evaluator's Signature _____ Date: _____
Evaluator's Title _____ **Send To Employee** **I have received this observation document. My signature does not indicate agreement or disagreement with this observation.**
Teacher's Signature _____ Date: _____