

Observations For APPR Covered Faculty & Non-APPR Faculty

2022

Probationary Faculty Covered Under APPR
(no significant changes)

Observations - Probationary Staff Covered Under APPR

3 Observations

2 announced full class period observations:

Domains 1-4

1 unannounced walkthrough (10-15 minutes)

Domains 2 & 3 only

Form for Probationary Staff:

Domains 1& 4 evidence can be filled out by the teacher OR can be input by the administrator after pre-ob & post-ob conferences

Process

- **Announced:**
 - Administrator will schedule PreOb Conference & Observation Date w/ teacher
 - Administrator will observe, input evidence and then schedule post-observation conference
 - Final scores to teacher within 10 school days
- **Unannounced:**
 - Administrator will observe, send evidence for Domains 2 & 3, hold post-observation conference and return final scores within 10 school days

Tenured Faculty Covered Under APPR

Observations - Tenured Staff Covered Under APPR

CHANGE: 2 Observations - **Both 10-15 minutes in duration**

Remains unchanged:

1 announced:

Domains 1-4 (2, 3 observed; 1&4 filled out by teacher*)

1 unannounced

Domains 2 & 3 only

**Explained in next slides*

Form for Tenured Staff: Domains 1& 4 evidence will be filled out by the teacher, in place of the pre-ob

	Ineffective (1 pt)	Developing (2 pts)	Effective (3 pts)	Highly Effective (4 pts)
1B: Demonstrating Knowledge of Students	<ul style="list-style-type: none"> Teacher demonstrates little or no understanding of how students learn and little knowledge of students' backgrounds, cultures, skills, language proficiency, interests, and special needs and does not seek such understanding. 	<ul style="list-style-type: none"> Teacher indicates the importance of understanding how students learn and the students' backgrounds, cultures, skills, language proficiency, interests, and special needs, and attains this knowledge about the class as a whole. 	<ul style="list-style-type: none"> Teacher understands the active nature of student learning and attains information about levels of development for groups of students. The teacher also purposefully seeks knowledge from several sources of students' backgrounds, cultures, skills, language proficiency, interests, and special needs and attains this knowledge about groups of students. 	<ul style="list-style-type: none"> Teacher actively seeks knowledge of students' levels of development and their backgrounds, cultures, skills, language proficiency, interests, and special needs from a variety of sources. This information is acquired for individual students.
Evidence: Score: _____	<i>Describe the characteristics of your class, including the language, learning and behavioral needs for which you made modifications when teaching this lesson.</i>			
1C: Setting	• Outcomes represent low	• Outcomes represent moderately	• Most outcomes represent	• All outcomes represent rigorous

Process

- **Announced:**
 - Administrator will let teacher know in advance the 5 day window for the observation, along with the subject
 - Administrator will observe, send evidence for Domains 2 & 3 within 5 school days
 - Teacher will fill out Domains 1 & 4 within 5 school days
 - Administrator will return form scored within 5 school days
- **Unannounced:**
 - Administrator will observe, send evidence for Domains 2 & 3 within 10 school days

Faculty NOT Covered Under APPR

(psychologist, nurse, OT/PT, speech, guidance counselors)

Rubrics from Danielson for Individual Content Area

Individuals will work with administrator (either PPS or C&I Director) to review the rubric and choose components/indicators

The number of items scored will be similar to that of teaching staff.

Internal Rubric form will be developed

Observations

2 Observations for Tenured; 3 Observations for Probationary

Announced

Domains 1-4

Unannounced

Domains 2 & 3 only

Details about how/when they are completed to be discussed when deciding indicators.