# APPENDIX H.

***Observation Report***

**Comprehensive & Focused**

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| Employee’s Name: |  |
| Observer’s Name: |  |
| Dates of Observations: |  |  |  |  |
| Class/Group/Work Observed: |  |  |  |  |
| Time of Observation: |  |  |  |  |

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| **CRITERION 1: Centering instruction on high expectations for student achievement.** | **Teacher/Student Evidence****or****Observation Notes** |
| **P1** | ***Purpose*:** Learning target(s) connected to standards |  |  |  |  |
| **P4** | ***Purpose:*** Communication of learning target(s) |  |  |  |  |
| **P5** | ***Purpose:*** Success criteria |  |  |  |  |
| **CEC2** | ***Classroom Environment & Culture:*** Learning Routines |  |  |  |  |

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| **CRITERION 2: Demonstrating effective teaching practices.** | **Teacher/Student Evidence****or****Observation Notes** |
| **SE1** | ***Student Engagement*:** Quality of questioning |  |  |  |  |
| **SE4** | ***Student Engagement:*** Opportunity and support for participation and meaning making |  |  |  |  |
| **SE5** | ***Student Engagement:*** Student talk |  |  |  |  |
| **CP5** | ***Curriculum & Pedagogy:*** Use of scaffolds |  |  |  |  |

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| **CRITERION 3: Recognizing individual student learning needs and developing strategies to address those needs.** | **Teacher/Student Evidence****Or****Observation Notes** |
| **SE2** | ***Student Engagement*:** Ownership of learning |  |  |  |  |
| **SE3** | ***Student Engagement:*** Capitalizing on students’ strengths |  |  |  |  |
| **CP4** | ***Curriculum & Pedagogy:*** Differentiated instruction for students |  |  |  |  |
| **A4** | ***Assessment for Student Learning:*** Teacher use of formative assessments |  |  |  |  |

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| **STUDENT GROWTH CRITERION 3:** | **Teacher/Student Evidence****or****Observation Notes** |
| **SG3.1** | ***Student Growth 3.1*:** Establish Student Growth Goal(s) |  |  |  |  |
| **SG3.2** | ***Student Growth 3.2*:** Achievement of Student Growth Goal(s) |  |  |  |  |

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| **CRITERION 4: Providing clear and intentional focus on subject matter content and curriculum.** | **Teacher/Student Evidence****or****Observation Notes** |
| **P2** | ***Purpose*:** Lessons connected to previous and future lessons, broader purpose and transferable skill |  |  |  |  |
| **P3** | ***Purpose*:** Design of performance task |  |  |  |  |
| **CP1** | ***Curriculum & Pedagogy:*** Alignment of instructional materials and tasks |  |  |  |  |
| **CP2** | ***Curriculum & Pedagogy:*** Teacher knowledge of content |  |  |  |  |
| **CP3** | ***Curriculum & Pedagogy:*** Discipline-specific teaching approaches |  |  |  |  |

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| **CRITERION 5: Fostering and managing a safe, positive learning environment** | **Teacher/Student Evidence****or****Observation Notes** |
| **CEC1** | ***Classroom Environment & Culture*:** Classroom arrangement and resources |  |  |  |  |
| **CEC3** | ***Classroom Environment & Culture*:** Use of learning time |  |  |  |  |
| **CEC4** | ***Classroom Environment & Culture*:** Student status |  |  |  |  |
| **CEC5** | ***Classroom Environment & Culture*:** Norms for learning |  |  |  |  |

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| **CRITERION 6: Using multiple student data elements to modify instruction and improve student learning.** | **Teacher/Student Evidence****or****Observation Notes** |
| **A1** | ***Assessment for Student Learning:***  Student self-assessment |  |  |  |  |
| **A2** | ***Assessment for Student Learning:***  Student use of formative assessments over time |  |  |  |  |
| **A3** | ***Assessment for Student Learning:***  Quality of formative assessment methods |  |  |  |  |
| **A5** | ***Assessment for Student Learning:***  Collection systems for formative assessment data |  |  |  |  |

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| **STUDENT GROWTH CRITERION 6:** | **Teacher/Student Evidence****or****Observation Notes** |
| **SG6.1** | ***Student Growth 6.1*:** Establish Student Growth Goal(s) |  |  |  |  |
| **SG6.2** | ***Student Growth 6.2*:** Achievement of Student Growth Goal(s) |  |  |  |  |

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| **CRITERION 7: Communicating and collaborating with parents and the school community.** | **Teacher/Student Evidence****or****Observation Notes** |
| **PCC2** | ***Professional Collaboration & Communication:***  Communication and collaboration with parents and guardians |  |  |  |  |
| **PCC3** | ***Professional Collaboration & Communication:***  Communication within school community about student progress |  |  |  |  |

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| **CRITERION 8: Exhibiting collaborative and collegial practices focused on improving instructional practice and student learning**  | **Teacher/Student Evidence****or****Observation Notes** |
| **PCC1** | ***Professional Collaboration & Communication:***  Collaboration with peers and administrators to improve student learning |  |  |  |  |
| **PCC4** | ***Professional Collaboration & Communication:***  Support of school, district, and state curricula, policies and initiatives  |  |  |  |  |
| **PCC5** | ***Professional Collaboration & Communication:***  Ethics and advocacy |  |  |  |  |
| **STUDENT GROWTH CRITERION 8:** | **Teacher/Student Evidence****or****Observation Notes** |
| **SG8.1** | ***Student Growth 8.1*:** Establish Student Growth Goal(s) |  |  |  |  |

Date of Post-Observation Communication: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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| Employee Signature: |  | Date: |  |
| Observer’s Signature: |  | Date: |  |