

Teacher:			
Cycle:	OBS 1	OBS 2	Final Full
	Rating	Rating	Rating
1A: Demonstrating Knowledge of Content and Pedagogy	Select Rating	Select Rating	Select Rating
1B: Demonstrating Knowledge of Students	Select Rating	Select Rating	Select Rating
1C: Selecting Instructional Outcomes	Select Rating	Select Rating	Select Rating
1D: Demonstrating Knowledge of Resources	Select Rating	Select Rating	Select Rating
1E: Designing Coherent instruction	Select Rating	Select Rating	Select Rating
1F: Designing Student Assessment	Select Rating	Select Rating	Select Rating
Overall Rating for Domain 1	Select Rating	Select Rating	Select Rating
2A: Creating an Environment of Respect and Rapport	Select Rating	Select Rating	Select Rating
2B: Establishing a Culture for Learning	Select Rating	Select Rating	Select Rating
2C: Managing Classroom Procedures	Select Rating	Select Rating	Select Rating
2D: Managing Student Behavior	Select Rating	Select Rating	Select Rating
2E: Organizing Physical Space	Select Rating	Select Rating	Select Rating
Overall Rating for Domain 2	Select Rating	Select Rating	Select Rating
3A: Communicating with Students	Select Rating	Select Rating	Select Rating
3B: Using Questioning and Discussion Techniques	Select Rating	Select Rating	Select Rating
3C: Engaging Students in Learning	Select Rating	Select Rating	Select Rating
3D: Using Assessment in Instruction	Select Rating	Select Rating	Select Rating
3E: Demonstrating Flexibility and Responsiveness	Select Rating	Select Rating	Select Rating
Overall Rating for Domain 3	Select Rating	Select Rating	Select Rating
4A: Reflecting on Teaching	Select Rating	Select Rating	Select Rating
4B: Maintaining Accurate Records	Select Rating	Select Rating	Select Rating
4C: Communicating with Families	Select Rating	Select Rating	Select Rating
4D: Participating in a Professional Community	Select Rating	Select Rating	Select Rating
4E: Growing and Developing Professionally	Select Rating	Select Rating	Select Rating
4F: Demonstrating Professionalism	Select Rating	Select Rating	Select Rating
Overall Rating for Domain 4	Select Rating	Select Rating	Select Rating

Summative Rating

CRITERIA FOR DETERMINING A TEACHER'S PROFESSIONAL PRACTICE RATING

IF...	THEN...
Domains 2 AND 3 are rated INEFFECTIVE	Professional Practice Rating shall be INEFFECTIVE
Domains 2 OR 3 are rated INEFFECTIVE	Professional Practice Rating shall be DEVELOPING OR INEFFECTIVE
Domains 1 OR 4 are rated INEFFECTIVE	Professional Practice Rating shall NOT be EXEMPLARY
Two Domains are rated DEVELOPING, and two Domains are rated ACCOMPLISHED	Professional Practice Rating shall be ACCOMPLISHED
Two Domains are rated DEVELOPING, and two Domains are rated EXEMPLARY	Professional Practice Rating shall be ACCOMPLISHED
Two Domains are rated ACCOMPLISHED, and two Domains are rated EXEMPLARY	Professional Practice Rating shall be EXEMPLARY

Professional Practice Rating (Domain)	Rating
Domain 1: Planning and Preparation	Select Rating
Domain 2: Classroom Environment	Select Rating
Domain 3: Instruction	Select Rating
Domain 4: Professional Responsibilities	Select Rating

Overall Practice Rating (Summative)	Rating
Professional Practice Rating	Select Rating

Student Growth Goals	Rating
Year 1	Select Rating
Year 2	Select Rating
Year 3	Select Rating

CRITERIA FOR DETERMINING A PRINCIPAL'S OVERALL PERFORMANCE CATEGORY

PROFESSIONAL PRACTICE RATING	STUDENT GROWTH RATING	OVERALL PERFORMANCE CATEGORY
Exemplary	High OR Expected	Exemplary
	Low	Developing
Accomplished	High	Exemplary
	Expected	Accomplished
Developing	Low	Developing
	High	Accomplished
Ineffective	Low OR Expected	Developing
	Low, Expected OR High	Ineffective

Growth Rating	Rating
Overall Growth Rating	Select Rating

Performance Rating	Select Rating
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I have participated in a summative conference (as required by my district evaluation plan) and have received a copy of this observation document.

Educator: _____ Date: _____

Evaluator: _____ Date: _____