

APPR Update for 2021-2022 (Teacher Observations)

Untenured Teachers	Tenured Teachers
<ul style="list-style-type: none"> ➤ 2 announced walk-through observations ➤ Completion of post-observation reflection for 2 announced walk-throughs ➤ 1 unannounced walk-through observation 	<ul style="list-style-type: none"> ➤ 1 announced walk-through observation ➤ 1 unannounced walk-through observation

Teacher Observation (0-4 Points) Based on Rubric	
H	3.5-4.0
E	2.5-3.49
D	1.5-2.49
I	0-1.49

Accepted Norms for Observations:

- Evaluators will provide at least one week's notice to inform the teacher of the day for observation. Teachers will be asked to provide optimal times for observation. For announced walk-throughs, evaluators will confirm the block of time that the observation is to occur.
- No pre-conference or post-conference forms are required by tenured teachers. Untenured teachers will be required to complete the reflection form for the 2 announced walk-throughs. A copy of the observation, scoring and comments will be available in Stafftrac and provided to the teacher at follow-up conferences (for announced walk-throughs). Teachers may submit additional documentation if they choose.
- A follow-up conference for the announced walk-throughs will occur or be scheduled within 2 school days following the observation.
- Observations will last approximately 10-15 minutes.
- Teachers or evaluators may request an additional observation, if necessary.
- Categories to be evaluated include: 2.a. Creating an Environment of Respect and Rapport; 3.b. Using Questioning and Discussion Techniques; 3.c. Engaging Students in Learning
- Weighting of observations will remain the same: 90% for primary supervisor; 10% for independent supervisor

