

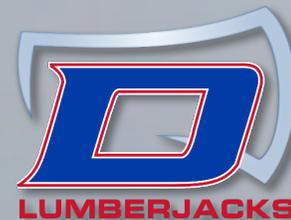
## APPR Proposed Update for 2022-2023 (Teacher Observations)

Untenured Teachers	Tenured Teachers
<ul style="list-style-type: none"> <li>➤ 2 announced formal observations</li> <li>➤ 1 unannounced walk-through observation</li> </ul>	<ul style="list-style-type: none"> <li>➤ 1 announced walk-through observation</li> <li>➤ 1 unannounced walk-through observation</li> </ul>

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. Observations will be held at mutually agreed upon times where allowable.
- Teachers or evaluators may request an additional observation, if necessary.
- Walk-through observations will last approximately 15-20 minutes.
- Formal observations (untenured) will last at least a full period (30 min. elementary/40 min. MS/HS).
- Evaluators are permitted to conduct observations that last longer than 15-20 minutes if necessary and retain the right to observe/participate in classrooms at any time.
- Weighting of observations will be as follows: 80% for primary supervisor; 20% for independent evaluator



# *APPR Proposed Update for 2022-2023 (Teacher Observations) Continued*

## ***Tenured Teachers:***

- *No pre-conference or post-conference forms are required by tenured teachers. Tenured teachers have the option of completing the lesson plan and reflection document to be considered toward their observation. A copy of the observation, scoring and comments will be available in Stafftrac.*

## ***Untenured Teachers:***

- *Untenured teachers are required to complete the district lesson plan template and the post-observation reflection document for the 1<sup>st</sup> two observations.*
- *Formal (full period) observations will require a post-observation conference.*
- *Teachers will complete the reflection form within 2 school days following the observation.*
- *A hard copy of the observation document will be provided to untenured teachers at follow-up conferences. Follow-up conferences for the announced formal observations will occur or be scheduled within 2 school days following the receipt of the reflection form.*

*The indicators that will be used for the calculation of the observation include (Danielson Rubric 2013)*

- 2.a: Creating an environment of respect/rapport*
- 3.b. Questioning and Discussion Techniques*
- 3.c. Student Engagement*
- 3.d. Assessment*

