APPR for 2026-2027 (Teacher Observations)

Untenured Teachers	Tenured Teachers
➢ 2 announced formal observations ➢ 1 unannounced walk-through observation	➢ 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. 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: 90% for primary supervisor; 10% for independent evaluator*

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APPR for 2026-2027 (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 1st 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

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