## DCPS Teacher Observation Evaluation Handbook

Overview 2018-2019

## How many observations should I expect?

#### Non-Tenured

One FORMAL observation per quarter.

One will be announced with a pre-conference held prior to the observation.

- + mid-year evaluation
- + end-of-year evalulation

### **Tenured**

Anticipate one FORMAL observation per semester.

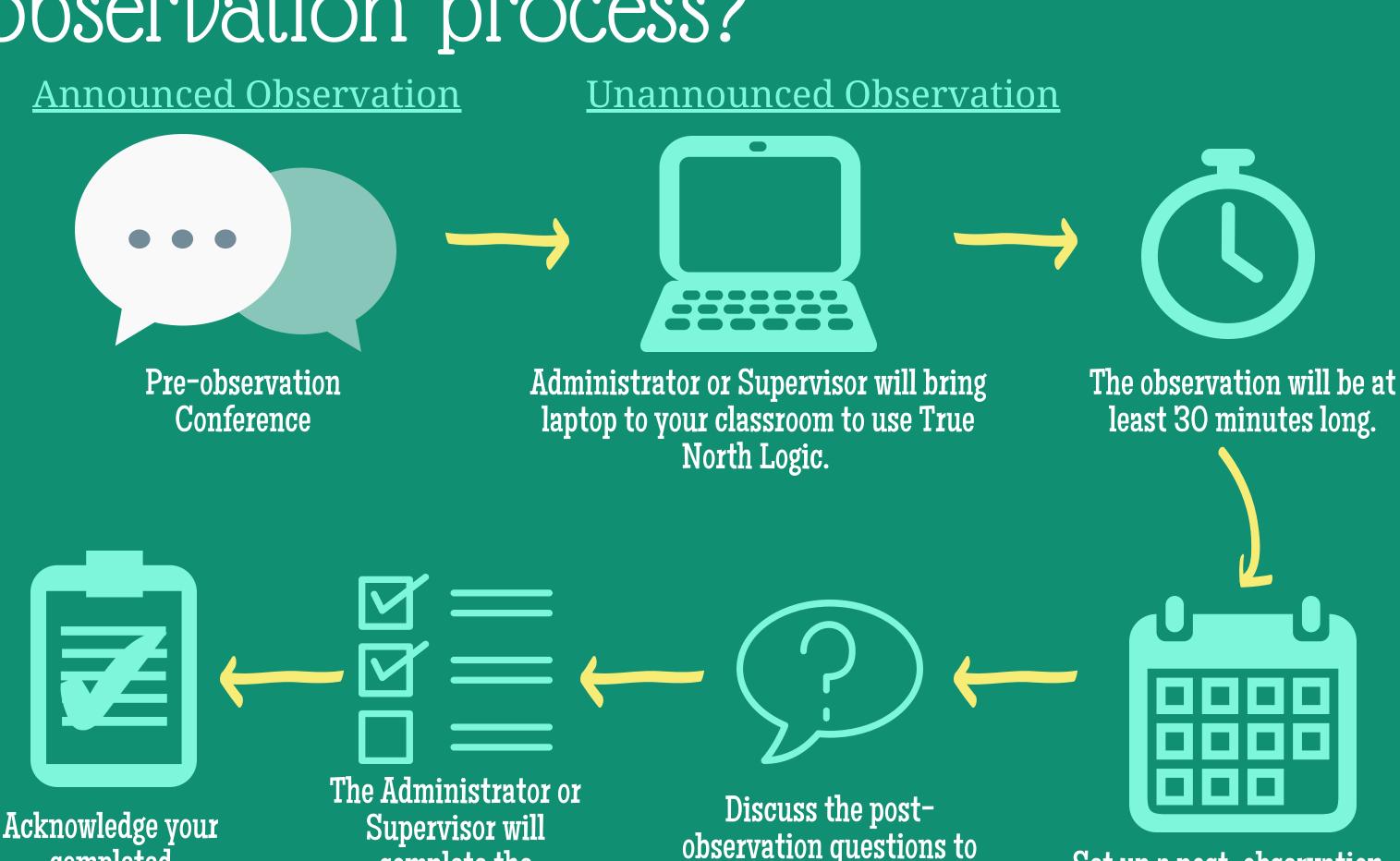
Tenured staff are assigned to a cohort, this year we are focusing on cohort 3.

- + mid-year evaluation
- + end-of-year evaluation

**Keep in mind... these are the <u>minimum</u> contractual requirements.** 

Anyone can be observed at any time!

# What should I expect through the observation process?



reflect on the lesson.

Set up a post-observation

within 2 days.

complete the

observation rubric.

completed

observation in TNL.

### What am I being evaluated on?

#### **Formal Observation**

Planning and Preparation

Instructional Strategies

Managing the Classroom/ Learning Environment

### End-of-Year Evaluation

Formal Observations

Professional Responsibilities

Student Achievement (SLO)

### What else should I know?

IT IS PERFECTLY REASONABLE AND ACCEPTABLE TO NOT RANK HIGHLY EFFECTIVE.

WITH A GROWTH MINDSET, WE ARE ALL ON A PROFESSIONAL GROWTH JOURNEY.
THIS IS A PROFESSIONAL FEEDBACK MECHANISM SO WE CAN ALL COLLABORATE
AND GROW.

IF YOUR OBSERVATION IS DEVELOPING OR INEFFECTIVE A PROFESSIONAL IMPROVEMENT PLAN (PIP) CAN BE PUT INTO PLACE.

REBUTTAL OPTION: YOU ARE ENTITLED TO WRITE A REBUTTAL TO HUMAN RESOURCES VIA EMAIL OR HARD COPY. IF YOU WANT THE CONVERSATION TO CONTINUE, YOU MUST INDICATE THAT WISH.