



## Teacher Observation and Evaluation in Remote Teaching and Learning Baltimore County Public Schools

Baltimore County Public Schools (BCPS) recognizes the importance of monitoring professional practice through teacher observation and evaluation. Due to the Covid-19 Pandemic and the necessity to provide instruction virtually, it became apparent that BCPS' evaluative model needed to be adjusted to be reflective of the new instructional environment and to provide appropriate evaluative feedback to teachers. Therefore, an Ad Hoc committee consisting of principals, assistant principals, executive leadership, staff from the Department of Staff Relations and Employee Performance Management and TABCO was created to collaboratively revise our existing tools to meet current system needs.

BCPS will continue to use the Framework for Teaching Domains to gather and align data to inform reflective practice. The number of components considered during an observation and evaluation, however, has been decreased to respond to limitations that may arise in the context of online learning and remote instruction. This reduction in components within each domain is reflected in the Modified Observation and Evaluation Tools that will be used for the 2020-2021 school year.

Similarly, a Revised Rubric for Remote Teaching and Learning was developed. It was created for use as a reference document and to provide guidelines for both teachers and principals regarding the BCPS teacher evaluation system. It includes components agreed upon by the committee. Further, a column was added to provide possible "look fors" in a virtual classroom. These "look-fors" are not intended to be used as a checklist. Rather, they present examples of virtual resources that may be observed during remote teaching and learning. Teachers will not be penalized for choosing not to incorporate the tools listed as examples.

The observation and evaluation tools are a reduced version of what principals and teachers are accustomed to using. The difference is simply the number of components on which teachers will be evaluated within each of the domains. Principals will continue to use the current ratings of highly effective, effective, developing (where applicable), and ineffective for each of the observed components and the overall observation rating. An end-of-year evaluation also will be completed based on the requisite qualitative and quantitative requirements of our evaluative model.