



Observation and Evaluation

- the nuts and bolts of the
issue

A TABCO Membership
presentation, 2024/25



Observations

Master Agreement Article 13.1 - 13.7



Always check the
MA!



What are Observations?

A three part professional development cycle to help you improve your teaching practice.



Always check the MA!



What are the three parts?



Pre Observation

This is when you introduce your lesson and receive feedback on your planning. The person who does the Pre Ob also does the

Observation



Observation

At least a 30 minute time block in which you are observed completing a lesson.



Post Observation

This is held 3 days after your lesson and when you receive your rating. You will receive the written report within 7 days. All documents finalized within 10 days.



Always check the
MA!

More to Know



Who?

Only administrators are formal observers. Department chairs and context experts can provide insight into content only



When?

Formal observations are held with a minimum of 10 days in between.



Which Two?

You will be observed by 2 different administrators.



Uh Oh!

You have the right to request a “redo” if you feel the lesson was not your best.





Always check the MA!



Observation cycles



Formative

- tenured teacher
- received effective or highly effective in summative years
- does not receive a rating
- observed 1 time during the year.



Summative

- Non tenured, probationary, or ineffective tenured teachers
- Receives a rating
- Observed 4 times during the year.



What Can I get?



Ineffective

Reach out to TABCO Building Rep ASAP, do not wait to get help.



Developing

Only non tenured teachers receive this code. It is considered effective for first 2 years, but you may want to reach out to your CT for advice.



Effective

Well done!



Highly effective

You Go Girl!



Always check the MA!

Frequently Asked Questions

01 _____
**What if I am not a
classroom teacher?**

There are specific guidelines
in the MA for you.

04 _____
**Can I be observed doing
something other than
teaching?**

Yes! If you are a tenured
teacher in a formative
year, there is a list of
alternatives in the MA.

02 _____
**Can my administer give
negative comments in
front of others?**

NO! This is a violation of
your rights.

05 _____
What if I don't improve?

If you do not improve after
having time to implement
suggestions, then the
executive director may
refer you to PAR

03 _____
**I am using a piloted
curriculum...**

Then you will be observed
using a modified
observation form.

06 _____
**What lesson plan format
should I use?**

Check with your Building
Rep about what id done in
your building as this can
vary.



IF IT
DOESN'T
FEEL
RIGHT, IT'S
NOT RIGHT!

Ask questions.

Advocate for
yourself and others.

Always check the MA





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MA!

Evaluations

Master Agreement Article 13.8 - 14





What are Evaluations?

Your official rating based on a body of
evidence collected throughout the
school year.



Always check the
MA!



What Can I Get?



Ineffective

Reach out to your building rep ASAP. Do not wait to get help!



Developing

Only non tenured teachers can receive this rating. It is considered effective, but you may want to reach out to your CT for advice.



Effective

Well done!



Highly effective

You Go Girl!



Always check the MA!



Always check the MA!

Observation Cycles



Formative

- Tenured teacher received effective or highly effective on summative years
- Does not receive a rating
- Only receives end of year evaluation



Summative

- Non tenured, probationary, or ineffective tenured teachers
- Receives a rating
- Received mid year and end of year evaluations





Always check the
MA!

More to Know



Who?

Only administrators complete evaluations. Department chairs and context experts can provide insight into content only



When?

You can not have an ineffective rating if you have not received written feedback and time to improve.



What to know?

All observations policies must be followed correctly to be ineffective.



Should I sign?

By signing your evaluation, you acknowledge you received it, not agree with it.



Frequently Asked Questions

01

What if I am not a classroom teacher?

There are specific policies outlined for non classroom teacher in the MA.

02

Why did I not get a rating?

In formative years, you only get written feedback.

03

Can my rating go down?

Yes, but only after you receive written feedback and time to improve.

04

What if I disagree with my rating?

Evaluation disagreements happen, contact TABCO UD.

05

When do I get my final evaluation?

Final evaluations are due 4 days prior to the last duty day.

06

Can PAR panel review my case?

An executive director can refer an ineffective teacher to PAR before 2/1 for review.



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