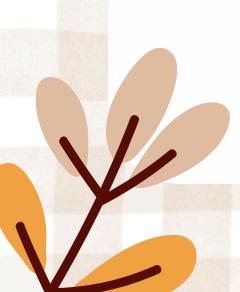




# What are Observations?

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





### WHAT ARE THE THREE PARTS?



### Pre Observation

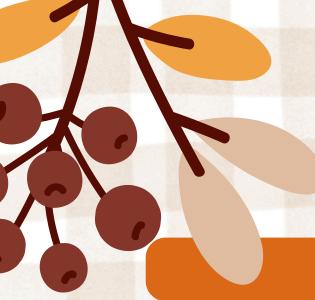
This is when you introduce your lesson and receive feedback on your planning. The person who conducts the pre observation also conducts the observation.

### Observation

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

### Post Observation

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



## MORE TO KNOW

### WHO?

Only administrators are formal observers. Department chairs and content experts can provide insight into their areas of expertise only.

### WHICH TWO?

You will be observed by 2 different administrators



### WHEN?

Formal observations can be conducted at least 10 days apart and at least 5 days after receiving the written documentation from the previosus observation

### UH OH!

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

## **OBSERVATION CYCLES**

#### **FORMATIVE**

- Tenured teacher 1st day of 4th year
- Received effective or highly effective in summative years
- You retain your rating from your previous summative year
- 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**

### DEVELOPING

### **EFFECIVE**

### HIGHLY EFFECTIVE

Reach out to your
TABCO Building
Representative as
soon as possible! Do
not wait to get help.
We are here to help!

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

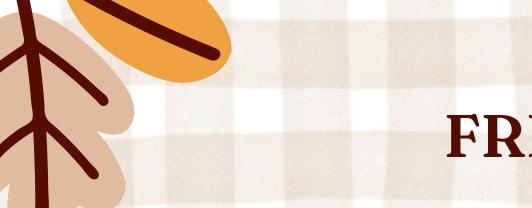
Well done! Keep it up!

Celebrate good times, c'mon!





THE MA!



## FREQUENTLY ASKED QUESTIONS

## WHAT IF I'M NOT A CLASSROOM TEACHER?

There are specific guidelines in the MA for you.

### CAN MY ADMINISTRATOR GIVE NEGATIVE COMMENTS IN FRONT OF OTHERS?

NO! This is a violation of your rights.

## I AM USING A PILOTED CURRICULUM...

Then you will be observed using a modified observation form.

# 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.

## 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.

## WHAT LESSON PLAN FORMAT SHOULD I USE?

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



Ask questions.

Advocate for yourself and others.

Always check the MA.











## What are Evaluations?

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





### WHAT CAN I GET?

### **INEFFECTIVE**

DEVELOPING

### **EFFECTIVE**

### HIGHLY EFFECTIVE

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Representative as
soon as possible! Do
not wait to get help.
We are here to help!

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

Well done! Keep it up!

Celebrate good times, c'mon!





## **EVALUATION CYCLES**

### **FORMATIVE**

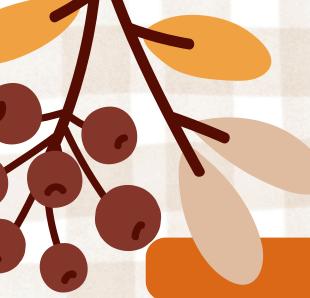
- Tenured teacher received effective or highly effective on summative years
- You retain your rating from your previous summative year
- Your end-of-year evaluation provides feedback, but not a new rating

### **SUMMATIVE**

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







## MORE TO KNOW

### WHO?

Only administrators complete evaluations. Department chairs and content experts can provide insight into their areas of expertise only.

### WHAT TO KNOW?

All observation policies must be followed correctly to be ineffective.



### WHEN?

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

### SHOULD I SIGN?

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



## WHAT IF I'M NOT A CLASSROOM TEACHER?

There are specific guidelines in the MA for you.

## WHAT IF I DISAGREE WITH MY RATING?

Evaluation disagreements
happen. Contact your TABCO
Uniserv Director. Your Building
Rep has their contact
information if needed.

## WHY DID I NOT GET A RATING?

In formative years, you only get written feedback.

## WHEN DO I GET MY FINAL EVALUATION?

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

### CAN MY RATING GO DOWN?

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

## CAN PAR PANEL REVIEW MY CASE?

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





Ask questions.

Advocate for yourself and others.

Always check the MA.







## PLEASE COMPLETE THIS SURVEY

We appreciate your feedback!

https://forms.gle/28M1Q1 7QGFkfYoXd7



