



Classroom Observations

2018-2021



Note about Distance Learning in 2020-21:

- *Per state statute, observations as part of teacher evaluation will be implemented*
- *Modifications to the observation model will be determined by the Teacher Evaluation Labor Management Committee*
- *Observers will be trained to support observations and feedback during distance learning*

Standards of Effective Instruction (SOEI)

The [Standards of Effective Instruction \(SOEI\)](#) are intended to:

- 1 Develop specific and objective professional development
- 2 Assist teachers and teams in reflecting on their practices, developing specific competencies and goal setting for professional development
- 3 Support colleagues, mentors or principals who provide observations and coaching

Domain 1: Planning and Preparation

Domain 3: Classroom Instruction

Domain 2: Classroom Environment

Domain 4: Professional Responsibilities

Observers

Primary Observer

- Principal (including retired principal or POSA)
- Assistant Principal
- Program Administrator
- Admin TOSA

Secondary Observer

- PAR Mentor
- Instructional Specialist (IS)
- Secondary Observers (SOEI Certified classroom teachers and district staff)
- Admin TOSA

Observation Types

Full Observation

- Announced
- Pre-conference
- Observation of a full lesson **with the full SOEI rubric**
- Post-conference

Focused Observation

- Announced
- Pre-conference
- Observation of a full lesson **with a focused area of at least 4 elements in the SOEI rubric**
- Post-conference

Short Observation

- Unannounced
- **Observation of 15-20 minutes of a lesson** with as many SOEI elements as observed
- Post-conference

2018-21 Observation Model Overview

Probationary Track 1	All 1st year teachers	Full Observation <i>(Primary)</i>	Focused Observation <i>(Secondary)</i>	Short Observation <i>(Primary)</i>	Short Observation <i>(Secondary)</i>
Probationary Track 2	All 2nd year teachers	Full Observation <i>(Primary)</i>	Short Observation <i>(Secondary)</i>	Short Observation <i>(Primary)</i>	Short Observation <i>(Secondary)</i>
Probationary Track 3	All 3rd year teachers	Full Observation <i>(Primary)</i>	Short Observation <i>(Secondary)</i>	Short Observation <i>(Primary)</i>	Short Observation <i>(Secondary)</i>
Tenured Track 1	Tenured teachers in Full Cycle Year (Year 1)	Full Observation Unscored in 2020-21 <i>(Primary)</i>	Teacher's Choice: Peer Collaboration	Teacher's Choice: Peer Observation	
Tenured Track 2	Tenured teachers in 1st Off-Cycle Year (Year 2)	Unscored SOEI Observation <i>(Primary or Secondary)</i>	Teacher's Choice: Peer Collaboration	Teacher's Choice: Peer Observation	
Tenured Track 3	Tenured teachers in 2nd Off-Cycle Year (Year 3)	Unscored SOEI Observation <i>(Primary or Secondary)</i>	Teacher's Choice: Peer Collaboration	Teacher's Choice: Peer Observation	

NOTE for 2020-21: Tenured teachers who were on Tenured Track 1 and did not receive a full observation last year will advance to Tenured Track 2 but will have an unscored full observation instead of an unscored short observation.

NOTE for 2020-21: 4th year teachers will be distributed to either Tenured Track 2 or Tenured Track 3 (instead of starting on Tenured Track 1)

2018-21 Peer Collaboration and Peer Observations

Peer Collaboration Options

1. Unscored short observation - Domain 1
2. Unscored focused observation - Domain 1
3. Feedback on planning
4. Observe a demonstration teacher and determine next steps for your planning
5. Develop a professional portfolio and review with a peer for feedback
6. Complete action research and review with a peer for feedback
7. Analyze student work with a peer for feedback
8. Review survey results from students, families, or other clients with a peer for feedback

Peer Observation Options

1. Unscored short observation - Domain 2 and 3
2. Unscored focused observation - Domain 2 and 3
3. Peer coaching
4. Video lesson review and debrief with a peer for feedback
5. Serve as a demonstration teacher and gather feedback
6. Receive feedback about teacher leadership



Observation Support in 2018-21

Contact

- Abbie Finger, DPF, Teacher Development & Retention
Abbie.Finger@mpls.k12.mn.us
- Emily R. Olson, Manager, Teacher Development & Q Comp
Emily_R.Olson@mpls.k12.mn.us