



Professional Practice > Observation

Observation

What? Using the first two domains of the [DPS Framework for Effective Teaching](#) (*Learning Environment* and *Instruction*) school-based observers and/or peers observe a teacher's classroom practice, collect evidence, align the evidence to the Framework, and arrive at a final score for each indicator.

Then, the observer reviews the evidence, constructs a meaningful feedback conversation connected to the teacher's Professional Growth Plan (PGP), identifies next steps for teacher growth and suggests further professional learning opportunities.

Who? All teachers are observed by school –based observers (principals, assistant principals, and teacher leaders) and/or [peer observers](#).

Logistics & Timing

- o Throughout the school year – observations typically start in early September and must be completed approximately one month prior to last day of school
- o School-based observers conduct a minimum of two observations each year, one of which must be a full observation (others can be partials or walk-throughs)..
- o [Peer observers](#) conduct two full observations for teachers on their caseload

Percentage of overall LEAP rating:

- 35% (for teachers without Student Perception data)
- 30% (for teachers with Student Perception data)

Calculation for annual overall LEAP rating:

Observations are scored on a 7-point scale. All scores are averaged at the indicator level and then averaged into one overall observation score.
