



MINNEAPOLIS  
PUBLIC  
SCHOOLS

# Classroom Observations

2018-2023

# Teacher Development Site: Observations & Feedback

## Teacher Development Informational

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## Observations and Feedback with the Standards of Effective Instruction (SOEI)



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### 2018-23 Observation Model Overview

**New in 2022-23:** We have changed the names of the observation tracks so they are no longer labeled as 'probationary' and 'tenured.' This is an effort to be more responsive to teachers on a Tier 1 or Tier 2 license and to educators in other circumstances where they have advanced through the observation tracks but have not earned tenure per [state statute](#).

Probationary-Track-1 New MPS Educator 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 New MPS Educator 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 New MPS Educator 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 Experienced Educator 1	Teachers in their 4th year & All teachers in their Full Year of the 3-Year Cycle	Full Observation <i>(Primary)</i>	Teacher's Choice: Peer Collaboration	Teacher's Choice: Peer Observation	
Tenured-Track-2 Experienced Educator 2	Teachers in their 5th year & All teachers in their 1st Off-Cycle Year of the 3-year Cycle	Unscored SOEI Observation <i>(Primary or Secondary)</i>	Teacher's Choice: Peer Collaboration	Teacher's Choice: Peer Observation	
Tenured-Track-3 Experienced Educator 3	Teachers in their 6th year & All teachers in their 2nd Off-Cycle Year of the 3-year Cycle	Unscored SOEI Observation <i>(Primary or Secondary)</i>	Teacher's Choice: Peer Collaboration	Teacher's Choice: Peer Observation	

### SOEI Resources

- SOEI Rubric
- 2022-23 Observation Calendar
- 2022-23 Full Observation Appeals Process
- 2022-23 Domain 4 Guidance
- Post-Conference Rubric
- Guidelines for Peer Collaboration & Observation
- 2022-23 Classroom Observations Overview
- eCompass Navigation for Teacher Observations

# 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 2:** Classroom Environment

**Domain 3:** Classroom Instruction

**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

# 2018–23 Observation Model Overview

**New in 2022–23:** We have changed the names of the observation tracks so they are no longer labeled as “probationary” and “tenured.” This is an effort to be more responsive to teachers on a Tier 1 or Tier 2 license and to educators in other circumstances where they have advanced through the observation tracks but have not earned tenure per [state statute](#).

<del>Probationary Track 1</del> New MPS Educator 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>
<del>Probationary Track 2</del> New MPS Educator 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>
<del>Probationary Track 3</del> New MPS Educator 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>
<del>Tenured Track 1</del> Experienced Educator 1	Teachers in their 4th year & All teachers in their Full Year of the 3-Year Cycle	Full Observation <i>(Primary)</i>	Teacher's Choice: Peer Collaboration	Teacher's Choice: Peer Observation	
<del>Tenured Track 2</del> Experienced Educator 2	Teachers in their 5th year & All teachers in their 1st Off-Cycle Year of the 3-year Cycle	Unscored SOEI Observation <i>(Primary or Secondary)</i>	Teacher's Choice: Peer Collaboration	Teacher's Choice: Peer Observation	
<del>Tenured Track 3</del> Experienced Educator 3	Teachers in their 6th year & All teachers in their 2nd Off-Cycle Year of the 3-year Cycle	Unscored SOEI Observation <i>(Primary or Secondary)</i>	Teacher's Choice: Peer Collaboration	Teacher's Choice: Peer Observation	

# Assigning Observers for Experienced Tracks 2 & 3

<del>Tenured Track 1</del> Experienced Educator 1	Teachers in their 4th year & All teachers in their Full Year of the 3-Year Cycle	Full Observation (Primary)	Teacher's Choice: Peer Collaboration	Teacher's Choice: Peer Observation
<del>Tenured Track 2</del> Experienced Educator 2	Teachers in their 5th year & All teachers in their 1st Off-Cycle Year of the 3-year Cycle	Unscored SOEI Observation (Primary <i>or</i> Secondary)	Teacher's Choice: Peer Collaboration	Teacher's Choice: Peer Observation
<del>Tenured Track 3</del> Experienced Educator 3	Teachers in their 6th year & All teachers in their 2nd Off-Cycle Year of the 3-year Cycle	Unscored SOEI Observation (Primary <i>or</i> Secondary)	Teacher's Choice: Peer Collaboration	Teacher's Choice: Peer Observation

The site assigns the observer for teachers in Experienced Educator Tracks 2 & 3 (**Primary** or **Secondary**)

# 2018–23 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



# Experienced Educator's Choice: Peer Collaboration

**Purpose:** Receive feedback from a peer about an aspect of practice related to SOEI Domain 1 (planning and preparation) or Domain 4 (professional responsibilities)

*Some peer collaboration may also align with elements from Domain 2 and/or Domain 3*

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

**NOTE:** Choices #1 and #2 require an SOEI-certified Secondary Observer  
Choices #3-#8 can be with any peer (does not need to be SOEI certified)

# Experienced Educator's Choice: Peer Observation

**Purpose:** Receive feedback from a peer about an aspect of practice related to SOEI Domain 2 (classroom environment) or Domain 3 (classroom instruction)

*Some peer observations may also align with elements from Domain 1 and/or Domain 4*

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

**NOTE:** Choices #1 and #2 require an SOEI-certified Secondary Observer  
Choices #3-#6 can be with any peer (does not need to be SOEI certified)

# Links: 2022-23 Observation Calendar & SOEI Rubric

## 2022-2023 Student School Year Calendar

= Non-School days (171 instructional days)

September 2022							October 2022						
M	T	W	T	F	S	S	M	T	W	T	F	S	S
5	6	7	8	9	10	11	12	13	14	15	16	17	18
19	20	21	22	23	24	25	26	27	28	29	30	31	
26	27	28	29	30									

November 2022							December 2022						
M	T	W	T	F	S	S	M	T	W	T	F	S	S
1	2	3	4	5	6	7	8	9	10	11	12	13	14
15	16	17	18	19	20	21	22	23	24	25	26	27	28
29	30												

January 2023							February 2023						
M	T	W	T	F	S	S	M	T	W	T	F	S	S
3	4	5	6	7	8	9	10	11	12	13	14	15	16
17	18	19	20	21	22	23	24	25	26	27	28	29	30
31													

March 2023							April 2023						
M	T	W	T	F	S	S	M	T	W	T	F	S	S
1	2	3	4	5	6	7	8	9	10	11	12	13	14
15	16	17	18	19	20	21	22	23	24	25	26	27	28
29	30	31											

May 2023							June 2023						
M	T	W	T	F	S	S	M	T	W	T	F	S	S
1	2	3	4	5	6	7	8	9	10	11	12	13	14
15	16	17	18	19	20	21	22	23	24	25	26	27	28
29	30	31											

**MINNEAPOLIS PUBLIC SCHOOLS**

For a comprehensive calendar of MPS events and observances

[mps.k12.mn.us/calendars](https://mps.k12.mn.us/calendars)

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**First Day of School**

September 6 (Grades 1-12)  
Grades 10-12 check with school for late start time to allow for Freshman Orientation.

September 8 (PreK-K)

**Last Day of School**

June 15

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**Family-Teacher Conference**

October 19

**MEA Break**

October 20-21

**Winter Break**

December 19-30

**Family-Teacher Conference**

February 21

**Spring Break**

April 3-7

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**Other Non-School Days**

September 26

October 5

November 4 & 23-25

December 9

January 16 & 27

February 20

March 3 & 31

May 29

**Green Day**: Good Day for Observations  **Green Day**: 119 observations on these days

**Yellow Day**: Use Caution before Scheduling  **Yellow Day**: 20 observations on these days

**Red Day**: Observations not recommended on these days.  **Red Day**: 12 observations on these days

612.668.0000 | [answers@mps.k12.mn.us](mailto:answers@mps.k12.mn.us)

2/2022

## Standards of Effective Instruction: Domains & Rubrics Essential Standards—2017-2023

# MINNEAPOLIS PUBLIC SCHOOLS

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# Observation Support in 2018-23

## Contact

- Teacher Development Team email specifically for teacher evaluation: [TEquestions@mpls.k12.mn.us](mailto:TEquestions@mpls.k12.mn.us)
- Abbie Finger, DPF, Teacher Development & Retention  
[Abbie.Finger@mpls.k12.mn.us](mailto:Abbie.Finger@mpls.k12.mn.us)
- Dr. Emily R. Olson, Interim Director, Talent Development & Management: [Emily\\_R.Olson@mpls.k12.mn.us](mailto:Emily_R.Olson@mpls.k12.mn.us)