



MINNEAPOLIS
PUBLIC
SCHOOLS

Classroom Observations

2018-2025

Teacher Development Site: Observations & Feedback

Teacher Development Informational

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



Abbie Finger
Teacher, District Program Facilitator

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 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

2018–25 Observation Model Overview

Tracks are now “new” or “experienced,” instead of “probationary” and “tenured” (labels changed in 2022–23). 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](#).

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>
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>
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>
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	
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	
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

Tenured Track 1— 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
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 (Primary <i>or</i> Secondary)	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 (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**)

2018–25 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: [2023–24 Observation Calendar](#) & [SOEI Rubric](#)

2023–2024 Student School Year Calendar

 = Non-School Days (171 instructional days)

September 2023				
M	T	W	T	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

November 2023				
M	T	W	T	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

January 2024				
M	T	W	T	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

March 2024				
M	T	W	T	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

May 2024				
M	T	W	T	F
		1	2	3
6	7	8	9	10

October 2023				
M	T	W	T	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

December 2023				
M	T	W	T	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

February 2024				
M	T	W	T	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	

April 2024				
M	T	W	T	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

June 2024				
M	T	W	T	F
3	4	5	6	7
10	11	12	13	14



First Day of School September 5 (Grades 1-12) <small>Grades 10-12 check with school for late start time to allow for Freshman orientation.</small>
September 7 (Pre-K - K)
Last Day of School June 14
Family-Teacher Conference October 18
MEA Break October 19-20
Winter Break December 18-29
Family-Teacher Conference February 20
Spring Break April 1-5

Other Non-School Days
September 25 - Yom Kippur
November 3 - Teacher record keeping day
November 22-24 - Thanksgiving
December 8 - District PD for licensed staff
January 1 - New Year's Day
January 15 - MLK Day
January 25 - Teacher record keeping day
February 19 - Presidents Day
March 1 - District PD for licensed staff
March 29 - Teacher record keeping day
April 10 - Eid
May 27 - Memorial Day

Green Days: 123
Good day for observations

Yellow Days: 28
Use caution before scheduling observations on these days

Red Days: 17

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



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Observation Support in 2018-23

Contact

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

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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>
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