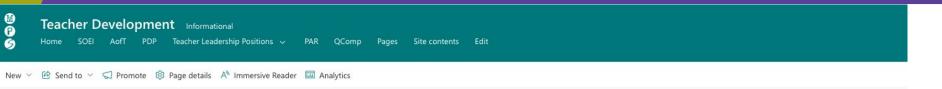




# **Classroom Observations**

2018-2023

# Teacher Development Site: Observations & Feedback



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





3-year Cycle

#### **SOEI Resources**



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

Compass Navigation for Teacher Observations

# Standards of Effective Instruction (SOEI)

The Standards of Effective Instruction (SOEI) are intended to:

- Develop specific and objective professional development
- 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

<b>Domain 1:</b> Planning and Preparation	Domain 3: Classroom Instruction
Domain 2: Classroom Environment	<b>Domain 4:</b> 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	Focused Observation	Short Observation
<ul> <li>Announced</li> <li>Pre-conference</li> <li>Observation of a full lesson with the full SOEI rubric</li> <li>Post-conference</li> </ul>	<ul> <li>Announced</li> <li>Pre-conference</li> <li>Observation of a full lesson with a focused area of at least 4 elements in the SOEI rubric</li> <li>Post-conference</li> </ul>	<ul> <li>Unannounced</li> <li>Observation of 15-20         minutes of a lesson with         as many SOEI elements         as observed</li> <li>Post-conference</li> </ul>

## 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 (Primary)	Focused Observation (Secondary)	Short Observation (Primary)	Short Observation (Secondary)
Probationary Track 2 New MPS Educator 2	All 2nd year teachers	Full Observation (Primary)	Short Observation (Secondary)	Short Observation (Primary)	Short Observation (Secondary)
Probationary Track 3 New MPS Educator 3	All 3rd year teachers	Full Observation Short Observation (Primary) (Secondary)		Short Observation (Primary)	Short Observation (Secondary)
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)	<b>Teacher's Choice:</b> Peer Collaboration	<b>Teacher's Choice:</b> 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 or Secondary)	<b>Teacher's Choice:</b> Peer Collaboration	<b>Teacher's Choice:</b> 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 or Secondary)	<b>Teacher's Choice:</b> Peer Collaboration	<b>Teacher's Choice:</b> 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)	<b>Teacher's Choice:</b> Peer Collaboration	<b>Teacher's Choice:</b> 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 or Secondary)	<b>Teacher's Choice:</b> Peer Collaboration	<b>Teacher's Choice:</b> 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> )	<b>Teacher's Choice:</b> Peer Collaboration	<b>Teacher's Choice:</b> 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
- 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
- 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
- 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

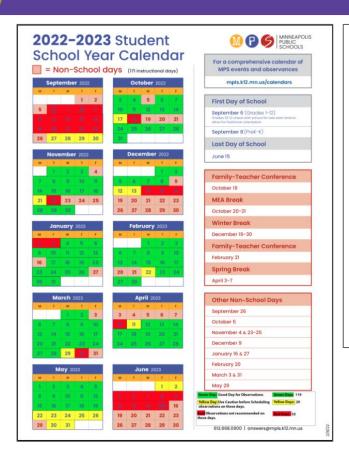
**Purpose:** Receive feedback from a peer about an aspect of practice related to SOEI Domain 2 (classroom environment) or Domain 3 (classroom instruction)

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



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



MINNEAPOLIS
PUBLIC SCHOOLS

Urban Education, Global Citizens,



## Observation Support in 2018-23

#### Contact

- Teacher Development Team email specifically for teacher evaluation: <u>TEquestions@mpls.kl2.mn.us</u>
- Abbie Finger, DPF, Teacher Development & Retention
   Abbie.Finger@mpls.k12.mn.us
- Dr. Emily R. Olson, Interim Director, Talent Development & Management: <u>Emily\_R.Olson@mpls.k12.mn.us</u>