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

- Throughout the school year – observations typically start in early September and must be completed approximately one month prior to last day of school
- 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).
- 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.