

**INSTRUCTIONAL PERSONNEL**

**OBSERVATION AND DATA COLLECTION/ANALYSIS INSTRUMENT**

Name	<input type="checkbox"/> Formal Observation <input type="checkbox"/> Informal Observation	Date
Subject/Course	School/Dept.	

**DOMAIN 1: Classroom Strategies and Behaviors**

CLASSROOM ENVIRONMENT AND CULTURE	Performance Values (Check One)				Observation Code*
	U	NI/D	E	HE	
Performance Responsibilities					Indicate all that apply
1. Maintains a safe, organized classroom, and manages the use and accessibility of materials and equipment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
2. Manages student behavior.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
3. Students use established procedures for discussion, collaboration and accountability.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

DIRECT INSTRUCTION	Performance Values (Check One)				Observation Code*
	U	NI/D	E	HE	
Performance Responsibilities					Indicate all that apply
4. Sets expectations and engages students' attentions, curiosity, interest, optimism, and passion in work that has clear meaning and immediate value.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
5. Scaffolds the task, and uses strategies for the purpose of gradually releasing responsibility to students, providing opportunities for students to take ownership of their learning.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
6. Focus each lesson on quality text or multiple texts (ELA, Science, Social Studies and Technical Subjects). Ensures the work of the lesson reflects the shifts required by MAFS (Mathematics Florida Standards).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
7. Provides differentiated instruction.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
8. Uses quality questions to probe and deepen students' understanding.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
9. Demonstrates knowledge of content, pedagogy, and standards.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

ASSESSMENT FOR STUDENT LEARNING	Performance Values (Check One)				Observation Code*
	U	NI/D	E	HE	
Performance Responsibilities					Indicate all that apply
10. Creates formative assessment opportunities for students and uses formative assessment data.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
11. Ensures students demonstrate learning and students use assessment data.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

TECHNOLOGY	Performance Values (Check)				Observation Code*
	U	NI/D	E	HE	
Performance Responsibilities					Indicate all that apply
12. Explores and implements innovative ways to incorporate existing technologies to increase active participation by students and enhance student achievement.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

\*Observation Code: O-Observed I-Clearly Indicated C-Collected Data NE-Not Evident

**SCHOOL DISTRICT OF OKEECHOBEE COUNTY**

**INSTRUCTIONAL PERSONNEL**

**OBSERVATION AND DATA COLLECTION/ANALYSIS INSTRUMENT**

<b>DOMAIN 1: Classroom Strategies and Behaviors Overall</b>				
<b>Rating</b>	<b>Total Indicators</b>	<b>Weight</b>	<b>Rating Total</b>	
Unsatisfactory	X	0.0	=	
Needs Improvement/Developing	X	4.6	=	
Effective	X	8.0	=	
Highly Effective	X	10.0	=	
Domain 1 Raw Score				

**Domain 1 Rating and Score**

Unsatisfactory 0 – 27	Needs Improvement/ Developing 28 – 83	Effective 84 – 108	Highly Effective 109 – 120

\*Each decimal will be rounded to the nearest whole number.

**DOMAIN 2: Planning and Preparation**

	Performance Values (Check)				Observation Code*
	U	NI/D	E	HE	Indicate all that apply
<b>Performance Responsibilities</b>					
13. Lessons are based on grade level standards that require rigorous coursework, discussions and tasks.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
14. Lessons are designed to meet the needs of students.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
15. Develops lessons which include prerequisite relationships between important concepts and communicates success criteria.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
16. Develops or selects questions and tasks, both oral and written, which are text/task specific and accurately address the analytical thinking/problem solving required by the grade-level standards.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

\*Observation Code: O-Observed I-Clearly Indicated C-Collected Data NE-Not Evident

<b>DOMAIN 2: Planning and Preparation Overall</b>				
<b>Rating</b>	<b>Total Indicators</b>	<b>Weight</b>	<b>Rating Total</b>	
Unsatisfactory	X	0.0	=	
Needs Improvement/Developing	X	4.1	=	
Effective	X	5.5	=	
Highly Effective	X	6.75	=	
Domain 2 Raw Score				

**Domain 2 Rating and Score**

Unsatisfactory 0 – 7	Needs Improvement/ Developing 8 – 18	Effective 19 – 25	Highly Effective 26 – 27

\*Each decimal will be rounded to the nearest whole number.

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**DOMAIN 3: Reflecting on Teaching and Learning**

Performance Responsibilities	Performance Values (Check)				Observation Code*
	U	NI/D	E	HE	Indicate all that apply
17. Annually develops a Deliberate Practice Plan (DPP) which focuses on an indicator within Domain 1- Classroom Strategies and Behaviors.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

\*Observation Code: Q-Observed I-Clearly Indicated C-Collected Data NE-Not Evident

DOMAIN 3: Reflecting on Teaching and Learning Overall				
Rating	Total Indicators	Weight	Rating Total	
Unsatisfactory	X	0.0	=	
Needs Improvement/Developing	X	11	=	
Effective	X	15	=	
Highly Effective	X	18	=	
Domain 3 Raw Score				

**Domain 3 Rating and Score**

Unsatisfactory 0	Needs Improvement/ Developing 11	Effective 15	Highly Effective 18

**INSTRUCTIONAL PERSONNEL**

**OBSERVATION AND DATA COLLECTION/ANALYSIS INSTRUMENT**

**DOMAIN 4: Collegiality and Professionalism**

PROFESSIONAL COOABORATION AND COMMUNUCATION	Performance Values (Check)				Observation Code*
	U	NI/D	E	HE	
Performance Responsibilities					Indicate all that apply
18. Collaborates with peers and other professionals to enhance student learning.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
19. Establishes and maintains a positive collaborative relationship with the students' families to increase student achievement and provides accurate, timely academic and behavioral information to parents and students.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

PROFESSIONAL RESPONSIBILITIES	Performance Values (Check)				Observation Code*
	U	NI/D	E	HE	
Performance Responsibilities					Indicate all that apply
20. Acts in a professional and ethical manner and adhere at all times to the Code of Ethics of the Education Profession in Florida and Principles of Professional Conduct for the Education Profession in Florida.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
21. Supports school district, and state curriculum, policies and initiatives.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

DOMAIN 4: Collegiality and Professionalism Overall				
Rating	Total Indicators	Weight	Rating Total	
Unsatisfactory	X	0.0	=	
Needs Improvement/Developing	X	5.0	=	
Effective	X	6.8	=	
Highly Effective	X	8.75	=	
Domain 4 Raw Score				

**Domain 4 Rating and Score**

Unsatisfactory 0 – 7	Needs Improvement/ Developing 8 – 22	Effective 23 – 31	Highly Effective 32 – 35

\*Each decimal will be rounded to the nearest whole number.

This evaluation has been discussed with me.  Yes  No

\_\_\_\_\_  
Signature of Evaluator

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Evaluatee

\_\_\_\_\_  
Date

**My signature does not necessarily indicate agreement with this evaluation. I understand that I may submit a written response to the observation within ten working days of the date of my signature.**

**INSTRUCTIONAL PERSONNEL**

**END-OF-YEAR SUMMATIVE**

Name:	Position:
School(s)/Dept(s):	School Year:
Contract Year: <input type="checkbox"/> AC1 <input type="checkbox"/> AC2 <input type="checkbox"/> AC3 <input type="checkbox"/> AC4+ <input type="checkbox"/> CC/PSC	

Instructional Practices Domains	Points	Rating
Domain 1: Classroom Strategies and Behaviors		
Domain 2: Planning and Preparing		
Domain 3: Reflecting on Teaching		
Domain 4: Collegiality and Professionalism		
<b>Total Score</b>		

Performance Rating	Domain 1	Domain 2	Domain 3	Domain 4	Total Score Range
Unsatisfactory	0 – 27	0 – 7	0	0 – 7	0 – 41
Needs Improvement/ Developing	28 – 83	8 – 18	11	8 – 22	42 – 134
Effective	84 – 108	19 – 25	15	23 – 31	135 – 180
Highly Effective	109 – 120	26 – 27	18	32 – 35	181 – 200

**Overall Rating for Performance Evaluation:**

Highly Effective     Effective     Needs Improvement/Developing     Unsatisfactory

This evaluation has been discussed with me.     Yes     No

\_\_\_\_\_  
Signature of Evaluator                      Date                      Signature of Evaluatee                      Date

**My signature does not necessarily indicate agreement with this evaluation. I understand that I may submit a written response to the observation within ten working days of the date of my signature.**

<b>Contract Recommendation</b>	<input type="checkbox"/> Annual 2	<input type="checkbox"/> Annual 3	<input type="checkbox"/> Annual 4+	<input type="checkbox"/> Holds CC/PSC	<input type="checkbox"/> Not recommended for reappointment
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**INSTRUCTIONAL PERSONNEL**

**FINAL SUMMATIVE**

Name:	Position:
School(s)/Dept(s):	School Year:
Contract Year: <input type="checkbox"/> AC1 <input type="checkbox"/> AC2 <input type="checkbox"/> AC3 <input type="checkbox"/> AC4+ <input type="checkbox"/> CC/PSC	

Student Growth and Achievement	Points
Two Seasons Ago	
Last Season	
Current Season	
Overall Student Growth Score	
<b>Student Growth Rating</b>	

Each Season Student Growth Scale	Student Growth Rating	Overall Student Growth Score
0 – 32	Unsatisfactory	13
33 – 45	Needs Improvement/ Developing	42
46 – 71	Effective	80
72 – 100	Highly Effective	100

Final Summative Evaluation	Points	Rating
Instructional Practice (200 points)		
Student Growth and Achievement (100 points)		
<b>Overall Summative Rating (300 points)</b>		

Summative Rating Scale	Overall Summative Rating
0 – 59	Unsatisfactory
60 – 199	Needs Improvement/ Developing
200 – 264	Effective
265 – 300	Highly Effective

This evaluation has been discussed with me.  Yes  No

\_\_\_\_\_  
Signature of Evaluator                      Date                      Signature of Evaluatee                      Date

**My signature does not necessarily indicate agreement with this evaluation. I understand that I may submit a written response to the observation within ten working days of the date of my signature.**