

Teacher Observation Category
Probationary Teachers
Waiver Score/Rating Example 1

	Observation Ratings			Overall Observation Score	
	Announced 1	Announced 2	Unannounced	Average Score	Weighted Average
Domain 1: Planning and Preparation				Domain 1 (25%)	
A. Knowledge of Content and Pedagogy	2	3		2.50	0.42
B. Knowledge of Students	3	3		3.00	0.50
C. Setting Instructional Outcomes	2	3		2.50	0.42
D. Knowledge of Resources	3	3		3.00	0.50
E. Designing Coherent Instruction	2	3		2.50	0.42
F. Designing Student Assessments	2	2		2.00	0.33
				Domain 1 Total	2.58
Domain 2: Classroom Environment				Domain 2 (25%)	
A. Respect and Rapport	3	3	3	3.00	0.60
B. Culture for Learning	2	3	3	2.67	0.53
C. Managing Classroom Procedures	2	3	3	2.67	0.53
D. Managing Student Behavior	2	2	2	2.00	0.40
E. Organizing Physical Spaces	3	3	3	3.00	0.60
				Domain 2 Total	2.67
Domain 3: Instruction				Domain 3 (30%)	
A. Communicating with Students	3	3	3	3.00	0.60
B. Questioning/Prompts and Discussion	2	2	2	2.00	0.40
C. Engaging Students in Learning	3	3	2	2.67	0.53
D. Using Assessment in Instruction	2	2	3	2.33	0.47
E. Using Flexibility and Responsiveness	3	3	2	2.67	0.53
				Domain 3 Total	2.53
Domain 4: Teaching				Domain 4 (20%)	
A. Reflecting on Teaching	3	3		3	0.50
B. Maintaining Accurate Records	3	3		3	0.50
C. Communicating with Families	2	3		2.5	0.42
D. Participating in a Professional Community	2	3		2.5	0.42
E. Growing and Developing Professionally	3	3		3	0.50
F. Showing Professionalism	3	3		3	0.50
				Domain 4 Total	2.83
				Total Rubric Score	2.64
				Rating	Effective

Teacher Observation Category
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Waiver Score/Rating Example 2

	Observation Ratings			Overall Observation Score	
	Announced 1	Announced 2	Unannounced	Average Score	Weighted Average
Domain 1: Planning and Preparation				Domain 1 (25%)	
A. Knowledge of Content and Pedagogy	2	3		2.50	0.63
B. Knowledge of Students	3	3		3.00	0.75
C. Setting Instructional Outcomes					
D. Knowledge of Resources					
E. Designing Coherent Instruction		2		2.00	0.50
F. Designing Student Assessments	2			2.00	0.50
				Domain 1 Total	2.38
Domain 2: Classroom Environment				Domain 2 (25%)	
A. Respect and Rapport	3	3	3	3.00	0.75
B. Culture for Learning	2	3	3	2.67	0.67
C. Managing Classroom Procedures			3	3.00	0.75
D. Managing Student Behavior	2	2	2	2.00	0.50
E. Organizing Physical Spaces					
				Domain 2 Total	2.67
Domain 3: Instruction				Domain 3 (30%)	
A. Communicating with Students	3	3	3	3.00	0.75
B. Questioning/Prompts and Discussion	2	2	2	2.00	0.50
C. Engaging Students in Learning	3	3	2	2.67	0.67
D. Using Assessment in Instruction	2	2		2.00	0.50
E. Using Flexibility and Responsiveness					
				Domain 3 Total	2.42
Domain 4: Teaching				Domain 4 (20%)	
A. Reflecting on Teaching	3	3		3	0.60
B. Maintaining Accurate Records					
C. Communicating with Families		4		4	0.80
D. Participating in a Professional Community	2	3		2.5	0.50
E. Growing and Developing Professionally	3	3		3	0.60
F. Showing Professionalism	3	3		3	0.60
				Domain 4 Total	3.10
				Total Rubric Score	2.61
				Rating	Effective

Teacher Observation Category
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Waiver Score/Rating Example 3

	Observation Ratings			Overall Observation Score	
	Announced 1	Announced 2	Unannounced	Average Score	Weighted Average
Domain 1: Planning and Preparation				Domain 1 (25%)	
A. Knowledge of Content and Pedagogy	2	3		2.50	0.63
B. Knowledge of Students	3	3		3.00	0.75
C. Setting Instructional Outcomes					
D. Knowledge of Resources					
E. Designing Coherent Instruction		2		2.00	0.50
F. Designing Student Assessments	2			2.00	0.50
				Domain 1 Total	2.38
Domain 2: Classroom Environment				Domain 2 (25%)	
A. Respect and Rapport			3	3.00	0.75
B. Culture for Learning			3	3.00	0.75
C. Managing Classroom Procedures			3	3.00	0.75
D. Managing Student Behavior			2	2.00	0.50
E. Organizing Physical Spaces					
				Domain 2 Total	2.75
Domain 3: Instruction				Domain 3 (30%)	
A. Communicating with Students			3	3.00	1.00
B. Questioning/Prompts and Discussion			2	2.00	0.67
C. Engaging Students in Learning			2	2.00	0.67
D. Using Assessment in Instruction					
E. Using Flexibility and Responsiveness					
				Domain 3 Total	2.33
Domain 4: Teaching				Domain 4 (20%)	
A. Reflecting on Teaching	3	3		3	0.60
B. Maintaining Accurate Records					
C. Communicating with Families		4		4	0.80
D. Participating in a Professional Community	2	3		2.5	0.50
E. Growing and Developing Professionally	3	3		3	0.60
F. Showing Professionalism	3	3		3	0.60
				Domain 4 Total	3.10
				Total Rubric Score	2.60
				Rating	Effective

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	Observation Ratings		Overall Observation Score	
	Announced	Unannounced	Average Score	Weighted Average
Domain 1: Planning and Preparation			Domain 1 (25%)	
A. Knowledge of Content and Pedagogy	2		2	0.33
B. Knowledge of Students	3		3	0.50
C. Setting Instructional Outcomes	2		2	0.33
D. Knowledge of Resources	3		3	0.50
E. Designing Coherent Instruction	2		2	0.33
F. Designing Student Assessments	2		2	0.33
			Domain 1 Total	2.33
Domain 2: Classroom Environment			Domain 2 (25%)	
A. Respect and Rapport	3	3	3	0.60
B. Culture for Learning	2	3	2.5	0.50
C. Managing Classroom Procedures	2	3	2.5	0.50
D. Managing Student Behavior	2	2	2	0.40
E. Organizing Physical Spaces	3	3	3	0.60
			Domain 2 Total	2.60
Domain 3: Instruction			Domain 3 (30%)	
A. Communicating with Students	3	3	3	0.60
B. Questioning/Prompts and Discussion	2	2	2	0.40
C. Engaging Students in Learning	3	2	2.5	0.50
D. Using Assessment in Instruction	2	4	3	0.60
E. Using Flexibility and Responsiveness	3	3	3	0.60
			Domain 3 Total	2.70
Domain 4: Teaching			Domain 4 (20%)	
A. Reflecting on Teaching	3		3	0.50
B. Maintaining Accurate Records	3		3	0.50
C. Communicating with Families	2		2	0.33
D. Participating in a Professional Community	2		2	0.33
E. Growing and Developing Professionally	3		3	0.50
F. Showing Professionalism	3		3	0.50
			Domain 4 Total	2.67
			Total Rubric Score	2.58
			Rating	Effective

**Teacher Observation Category
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Waiver Score/Rating Example 2**

	Observation Ratings		Overall Observation Score	
	Announced	Unannounced	Average Score	Weighted Average
Domain 1: Planning and Preparation			Domain 1 (25%)	
A. Knowledge of Content and Pedagogy				
B. Knowledge of Students	3		3	1.00
C. Setting Instructional Outcomes	2		2	0.67
D. Knowledge of Resources				
E. Designing Coherent Instruction	2		2	0.67
F. Designing Student Assessments				
			Domain 1 Total	2.33
Domain 2: Classroom Environment			Domain 2 (25%)	
A. Respect and Rapport	3	3	3	0.75
B. Culture for Learning	2		2	0.50
C. Managing Classroom Procedures		3	3	0.75
D. Managing Student Behavior	2	2	2	0.50
E. Organizing Physical Spaces				
			Domain 2 Total	2.50
Domain 3: Instruction			Domain 3 (30%)	
A. Communicating with Students	3	3	3	0.75
B. Questioning/Prompts and Discussion	2	2	2	0.50
C. Engaging Students in Learning	3	2	2.5	0.63
D. Using Assessment in Instruction	2		2	0.50
E. Using Flexibility and Responsiveness				
			Domain 3 Total	2.38
Domain 4: Teaching			Domain 4 (20%)	
A. Reflecting on Teaching	3		3	0.75
B. Maintaining Accurate Records	3		3	0.75
C. Communicating with Families				
D. Participating in a Professional Community				
E. Growing and Developing Professionally	3		3	0.75
F. Showing Professionalism	3		3	0.75
			Domain 4 Total	3.00
			Total Rubric Score	2.52
			Rating	Effective

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	Observation Ratings		Overall Observation Score	
	Announced	Unannounced	Average Score	Weighted Average
Domain 1: Planning and Preparation			Domain 1 (25%)	
A. Knowledge of Content and Pedagogy				
B. Knowledge of Students	3		3	1.00
C. Setting Instructional Outcomes	2		2	0.67
D. Knowledge of Resources				
E. Designing Coherent Instruction	2		2	0.67
F. Designing Student Assessments				
			Domain 1 Total	2.33
Domain 2: Classroom Environment			Domain 2 (25%)	
A. Respect and Rapport		3	3	1.00
B. Culture for Learning				
C. Managing Classroom Procedures		3	3	1.00
D. Managing Student Behavior		2	2	0.67
E. Organizing Physical Spaces				
			Domain 2 Total	2.67
Domain 3: Instruction			Domain 3 (30%)	
A. Communicating with Students		3	3	1.00
B. Questioning/Prompts and Discussion		2	2	0.67
C. Engaging Students in Learning		2	2	0.67
D. Using Assessment in Instruction				
E. Using Flexibility and Responsiveness				
			Domain 3 Total	2.33
Domain 4: Teaching			Domain 4 (20%)	
A. Reflecting on Teaching	3		3	0.75
B. Maintaining Accurate Records	3		3	0.75
C. Communicating with Families				
D. Participating in a Professional Community				
E. Growing and Developing Professionally	3		3	0.75
F. Showing Professionalism	3		3	0.75
			Domain 4 Total	3.00
			Total Rubric Score	2.55
			Rating	Effective