Archdiocese of Baltimore

Formal Observation Form

(Teachers) must aim to build an educational relationship with each student, who must feel welcomed and loved for what he or she is with all of their limitations and potential. -Pope Francis

Teacher:	**School:**	**Date:**	**Time:**
Observer:	**Level/Grade:**	**Subject:**	**Length of Observation:**

Domain 1: Planning and Preparation (Document evidence)					
	Unsatis-factory	**Basic (Developing)**	**Proficient**	**Distinguished**	**Not Observed**
1a. Applying Knowledge of Content and Pedagogy Disciplinary Expertise Pedagogical Content Knowledge Knowledge of Interdisciplinary Relationships and Skills Integrates Catholic faith through focusing on Christian living, moral formation, liturgy and sacraments	☐	☐	☐	☐	☐
1b. Knowing and Valuing Students Respect for Students' Identities Understanding of Students' Current Knowledge and Skills Knowledge of Whole Child Development Knowledge of the Learning Process and Learning Differences	☐	☐	☐	☐	☐
1c. Setting Instructional Outcomes Value and Relevance Alignment to Grade-Level Standards Clarity of Purpose Integration of Multiple Aspects of Student Development	☐	☐	☐	☐	☐
1d. Using Resources Effectively Instructional Materials Technology and Digital Resources Catholic Resources Supports for Students	☐	☐	☐	☐	☐
1e. Planning Coherent Instruction Tasks and Activities Flexible Learning Student Collaboration Structure and Flow Reflective Service Learning	☐	☐	☐	☐	☐
1f. Designing and Analyzing Assessments Congruence with Instructional Outcomes	☐	☐	☐	☐	☐

Criteria and Standards Mission and Catholic Identity Standards and Benchmarks Planning and Formative Assessment Analysis and Application					

OBSERVATION

Domain 2: Learning Environments (Document evidence)					
	Unsatis-factory	**Basic (Developing)**	**Proficient**	**Distinguished**	**Not Observed**
2a. Cultivating Respectful and Affirming Environments Positive Relationships Sense of Belonging Cultural Responsiveness Positive Conflict Resolution Modeling Missionary Discipleship including welcoming and belonging	☐	☐	☐	☐	☐
2b. Fostering a Culture for Learning Purpose and Motivation Dispositions for Learning Student Agency and Pride in Work Support and Perseverance	☐	☐	☐	☐	☐
2c. Maintaining Purposeful Environments Productive Collaboration Student Autonomy and Responsibility Equitable Access to Resources and Supports Non-Instructional Tasks Routine prayer, reflecting, sharing and engaging	☐	☐	☐	☐	☐
2d. Supporting Positive Student Behavior Expectations for the Learning Community Modeling and Teaching Habits of Character Self-Monitoring and Collective Responsibility Incorporates the person of Jesus, the Gospels and Catholic values into discipline	☐	☐	☐	☐	☐
2e. Organizing Spaces for Learning Safety and Accessibility Provides Sacred Space Design for Learning and Development Co-Creation and Shared Ownership	☐	☐	☐	☐	☐
Comments:					

Domain 3: Learning Experiences (Document evidence)					
	Unsatis-factory	**Basic (Developing)**	**Proficient**	**Distinguished**	**Not Observed**
3a. Communicating about Purpose and Content Purpose for Learning and Criteria for Success Specific Expectation Explanation of Content Education in Conscience Formation	☐	☐	☐	☐	☐
3b. Using Questioning and Discussion Techniques Critical Thinking and Deeper Learning Reasoning and Reflection Student Participation	☐	☐	☐	☐	☐
3c. Engaging Students in Learning Rich Learning Experiences Collaboration and Teamwork Use of Instructional Materials and Resources Opportunities for Thinking and Reflection Disciple making/sending forth	☐	☐	☐	☐	☐
3d. Using Assessment for Learning Clear Standards for Success Monitoring Student Understanding Timely, Constructive Feedback	☐	☐	☐	☐	☐
3e. Responding Flexibly to Student Needs Evidence-Based Adjustments Receptiveness and Responsiveness Determination and Persistence Engages students in social justice	☐	☐	☐	☐	☐
Comments:					

Domain 4: Principled Teaching					
	Unsatis-factory	**Basic (Developing)**	**Proficient**	**Distinguished**	**Not Observed**
4a. Engaging in Reflective Practice Self-Assessment of Teaching Analysis and Discovery Application and Continuous Improvement Mission support	☐	☐	☐	☐	☐
4b. Documenting Student Progress Student Progress Toward Mastery	☐	☐	☐	☐	☐

Shared Ownership Maintaining Reliable Records					
4c. Engaging Families and Communities Respect and Cultural Competence Sharing Catholic resources Disciple-making Community Values Instructional Program Engagement in Learning Experiences	☐	☐	☐	☐	☐
4d. Contributing to School Community and Culture Relational Trust and Collaborative Spirit Service to the School Plans and Participates in Worship Culture of Inquiry and Innovation	☐	☐	☐	☐	☐
4e. Growing and Developing Professionally Curiosity and Autonomy Developing Cultural Competence Enhancing Knowledge and Skills Seeking and Acting on Feedback	☐	☐	☐	☐	☐
4f. Acting in Service to Students Acting with Care, Honesty, and Integrity Ethical Decision-Making Advocacy Models gospel values through Christian encounters	☐	☐	☐	☐	☐

Administrator's Signature: _____ Date: _____
Teacher's Signature: _____ Date: _____

The teacher's signature indicates receipt of this observation and conference but may not indicate agreement with the contents of this appraisal. The teacher may attach post conference comments within 2 weeks.