

APPR (3012-d) Observation Cheat Sheet

Timeframe

- All observations must take place between October 1st and May 15th

Rubric

- Danielson 2011 Revised Edition Domains 2 and 3 (10 total subdomains)

Scoring (individual observations)

- H-4
- E-3
- D-2
- I-1
- Any subdomain not observed will not be counted in the average

Scoring (overall average)

- Highly Effective 3.5-4.0
- Effective 2.5-3.49
- Developing 1.5-2.49
- Ineffective 0-1.49

Tenured Members

- Two observations
 - May be in any order
 - Must be returned within 10 school days
 - Announced
 - 90%
 - Completed by lead evaluator
 - Rates each subdomain except 2A
 - Up to 40 minutes
 - If unsatisfied, may request a second (45% each)
 - Unannounced
 - 10%
 - Completed by independent evaluator
 - Rates only subdomain 2A
 - Up to 20 minutes

Non-Tenured Members

- 3 total observations
 - 3 different evaluators
 - In first two years; one announced must be completed before unannounced
 - Other observations may be conducted in any order
 - Must be returned within 10 school days

- At least one pre or post observation conference must be held each year in conjunction with an announced observation
 - Announced
 - 2 total
 - 45% each
 - Rates each subdomain except 2A
 - Up to 40 minutes
 - Unannounced
 - 10%
 - Completed by an independent evaluator
 - Rates only subdomain 2A
 - Up to 20 minutes

Term Substitutes Members

- No more than half the school year (5 months)
 - Will be observed using the “Tenured Members” procedure
- At least half the school year (5 months) but not the full school year (10 months)
 - Will be observed using the “Non-Tenured Members” Years 3 and 4 procedure
- Full year (10 months)
 - Will be observed using the “Non-Tenured Members” Years 1 and 2 procedure

Part-Time Members

- Will be observed using the “Tenured Members” procedure