



## TEACHER OBSERVATIONS AND EVALUATIONS OVERVIEW

### **Informal Observations/Walk-Throughs**

School Leaders will be conducting informal observations and classroom walk-throughs regularly throughout the school year. School leaders will be using Pivot as the template to record an Observation Tool to focus on classroom domains according to the Charlotte Danielson Framework for Teaching. Domains 2 (The Classroom Environment) and Domains 3 (Instruction) will be the focus for informal observation and walk-throughs. Teachers will receive immediate feedback and school leaders will engage in coaching discussions with teachers to provide ongoing support towards goals for the midyear and end of year evaluations.

<https://detroitcommunity.five-starpivot.com/>

### **Mid-Year and End of Year Observations/Evaluations**

Teachers will be formally observed twice each year by the school leader, mid-year/end of year. This formal observation is accompanied by a pre-conference to review the lesson objectives and the lesson plan and to discuss specific school performance standards and/or guidelines that are targeted during the observation. The observation feedback will be provided to the teacher for review. After the formal observation, but prior to the post-conference meeting, teachers will be asked to complete a self evaluation assessment using the DCS Evaluation Tool. During the post-conference meeting the school leader and teacher will discuss the lesson, areas of strength, concerns, and create a plan for growth (mid-year). During this post-conference, the school leader and teacher will also take time to review the self evaluation and finalize the Mid-Year or End of Year Evaluation based on summative information from informal observations and walk-throughs, formal observations, and professional expectations.

*\*\*NOTE: Teachers are aware of the process, observation and evaluation tools to be used, and framework to guide them.*

[PRE-CONFERENCE](#)

[POST CONFERENCE](#)

At the end of the school year, SUMMATIVE EVALUATIONS will be completed in the Pivot system to document summative ratings based on 40% data and 60% classroom instruction rubric.

### **Charlotte Danielson Framework for Teaching**

The Framework for Teaching (FFT) was designed to enhance professional practice. It is an approved tool by the Michigan Department of Education. This framework has been proven to accelerate teacher growth, improve student outcomes, and create a more rewarding and sustaining professional environment. It supports teacher reflection, collaboration, inquiry, and innovation, the FFT has had a direct impact on student learning and development.

This framework is designed with 4 domains:

**Domain 1:** Planning and Preparation

**Domain 2:** The Classroom Environment

**Domain 3:** Instruction

**Domain 4:** Professional Responsibilities

[DANIELSON FRAMEWORK](#)

[DANIELSON RUBRIC](#)