



Lesson Plan for November or December

Objectives:

- To understand the collaborative roles everyone has in an authentic observation
- To understand the connection between your evaluation timeline and the on-line system
- To continue to assess progress on your priority growth areas

Materials:

- Copies of hand-outs for teachers-
 - *Reflecting on an Authentic and Respectful Observation with two points of view*
 - *AppiTrack Timeline- You are here*
- Educator Effectiveness Guidebooks
- Pens/ Pencils



Activity:

- Have teachers sit in groups of 4-5. (You may want them to sit in the same goals setting group that they were in last month.) Hand-out- *Reflecting on an Authentic and Respectful Observation with two points of view*,
- Ask teachers to fill out the chart individually. (Approximately 10 minutes)
- After they have filled out their charts, have them share out with their group.



Suggestions for sharing:

- Teachers can go around the circle and each share one characteristic from their chart. If other teachers had that characteristic- they raise their hands, so the group is able to see the thinking of the peers. This can be followed by a quick popcorn, so the large group can follow the same procedure of raising hands when a similar characteristic is listed.

- After a group has shared their key ideas with each other, then each group can list them on the white board or a post-it poster- so the whole group can see the thinking.
- Each group can come to consensus on **one** characteristic for the first four columns. (Very similar to a one- word summary- but the group works through the word selection together.) Then have the groups share out their one word and record them on the white board or post-it poster for all to see.

This is a great opportunity for you to see what your staff values and expects from an observation.

AppliTrack Handout- You are here.

Give teachers an opportunity to look over the hand-out. Give them some discussion time to ask each other some clarifying questions. After about 5 minutes, ask the staff to record any questions that they have on a sheet of paper. You can choose to answer the questions at that time or at a more convenient time.

Closing activity:



Check- in on their goals:

Depending on your time restraint, this can be done in a small group or with elbow-partners.

Ask teachers to share their answer to the question below with a peer.

How have I made progress on my priority growth goals areas?



Reflecting on an Authentic and Respectful Observation with two points of view: The Evaluator and the Educator

From the lens of an individual being observed, what are some characteristics of an authentic observation?

From the viewpoint of the evaluator, how do you define an authentic observation?

As an individual being observed, what are characteristics of a respectful observation?

From the viewpoint of the evaluator, how would he/she characterize a respectful evaluation?

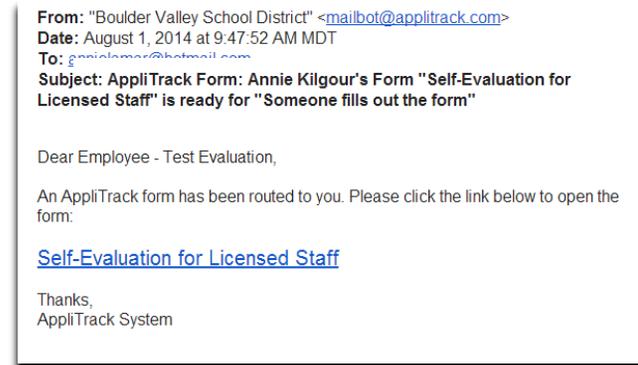
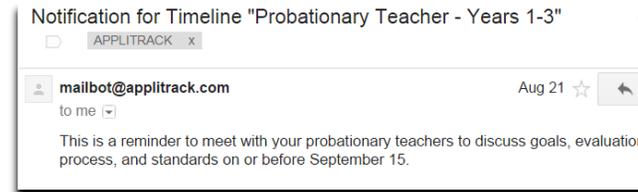
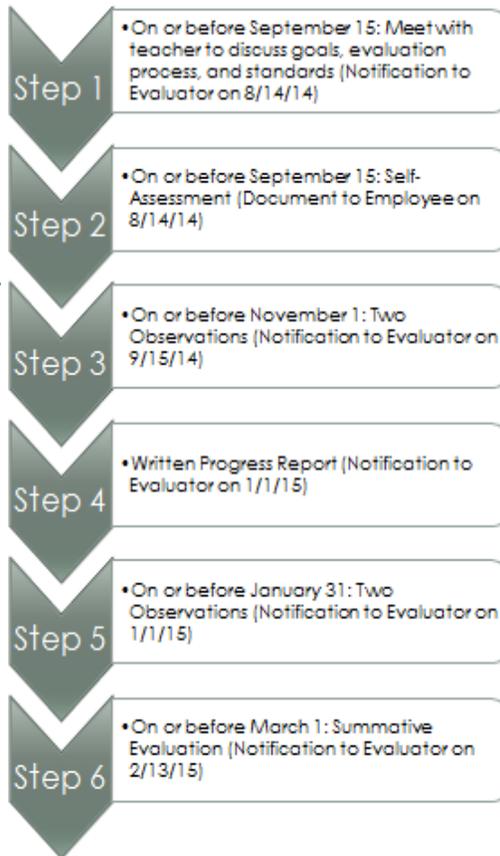
Additional insights from your peers:

Helpful Hints:

How to get to AppliTrack Employee Portal: 1) A-Z Link on Website 2) BVSD Educator Effectiveness Website
3) Direct Link: <https://www.applitrack.com/boulder/onlineapp/employee.aspx>

How to access AppliTrack help documents: <http://bvsd.org/HR/Pages/Evaluation-Standards.aspx>

Probationary Teacher Timeline



Non-Probationary Teacher Timeline

