



Somerset County Public Schools

Teacher Observation Form

Teacher _____
School _____

Date _____
Grade/Subject _____

Key: U = Unsatisfactory D = Developing P = Proficient E = Exemplary

Comments/ Recommendations				
Observer: _____	Start Time: _____	End Time: _____	Class Size: _____	
Domain 1: Planning and Preparation				
1a. Demonstrates knowledge of content and pedagogy				
Area(s) of concern/ accomplishment(s)				
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>				
1. Displays knowledge of concepts, skills, and prerequisite relationships within the SCPS curriculum and state curriculum.				
2. Makes relevant and practical application of subject matter.				
3. Plans lessons that include a wide variety of teaching strategies and practices.				
1b. Demonstrates knowledge of students				
Area(s) of concern/ accomplishment(s)				
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>				
1. Understands child and adolescent development and provides content at an appropriate level				
2. Displays knowledge of how students learn				
3. Recognizes students' skills, knowledge, and language proficiency				
4. Considers students' interests and cultural heritage				
5. Considers students' special learning and medical needs				
1c. Sets instructional outcomes				
Area(s) of concern/ accomplishment(s)				
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>				
1. Incorporates student learning outcomes that reflect high expectations based on curriculum standards.				
2. Writes outcomes that indicate specific student learning goals which are obtainable and that can be assessed				
3. Selects outcomes based on student learning and the needs of diverse learners.				
4. Designs outcomes which encourage higher level thinking and questioning on the part of student.				
1d. Designs coherent instruction				
Area(s) of concern/ accomplishment(s)				
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>				
1. Designs learning activities that are suitable for diverse learners and support the instructional outcomes				
2. Selects equipment, resources, and technology that supports meaningful learning and engagement of students				
3. Incorporates a variety of resources that match the instructional outcomes and needs of students				
4. Designs differentiated (instruction/activities) based on the students and daily assessments in order to meet the instructional outcomes.				
5. Selects strategies to optimize student engagement.				

					Comments/ Recommendations Comments are mandatory if Unsatisfactory , Developing or Exemplary is indicated
Domain 1: Planning and Preparation (cont'd)					U D P E
1e. Designs student assessments					<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
					Area(s) of concern/ accomplishment(s)
1. Designs clear assessment criteria that are aligned with curriculum standards					
2. Designs assessments that match instructional outcomes					
3. Incorporates formative and summative assessments into instruction					
4. Utilizes different modes of evaluation. (written and oral tests, observations, demonstrations, questioning, projects, reports).					Area(s) of concern/ accomplishment(s)
5. Provides a sufficient number of items on any evaluation instrument to verify students' comprehension					
Domain 2: The Classroom Environment					U D P E
2a. Creates an environment of respect and rapport					<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
					Area(s) of concern/ accomplishment(s)
1. Demonstrates caring and respect for all students					
2. Promotes a positive atmosphere in which students are willing to take risks					
3. Encourages polite and respectful student interaction					
2b. Establishes a culture for learning					<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
					Area(s) of concern/ accomplishment(s)
1. Sets high expectations for learning and achievement for all students					
2. Communicates and demonstrates the importance of the content					
3. Encourages student pride in work					
2c. Manages classroom procedures					<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
					Area(s) of concern/ accomplishment(s)
1. Manages instructional groups to maximize student engagement					
2. Provides smooth transitions to minimize loss of instructional time					
3. Establishes classroom rules and routines and the handling of materials to maximize learning time					
4. Establishes systems for performing non-instructional duties					
5. Establishes roles and routines for para-professionals and volunteers, as appropriate.					
6. Co-teaching pairs are working collaboratively and cooperatively.					
2d. Manages student behavior					<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
					Area(s) of concern/ accomplishment(s)
1. Establishes expectations for appropriate student behavior which are posted in the classroom					
2. Monitors student behavior and intervenes when necessary					
3. Responds fairly to misbehavior in a consistent and appropriate manner which demonstrates sensitivity to the student's dignity					
4. Reinforces behavior expectations which are consistent with the school's discipline plan					

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Domain 2: The Classroom Environment (cont'd)		U	D	P	E	
2e. Organizes physical space		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
1. Organizes the classroom to ensure the safety of all students						
2. Organizes available classroom space so that all students have access to learning						
3. Maintains an organized classroom which reflects current learning activities						
4. Organizes materials and media efficiently						
Domain 3: Instruction		U	D	P	E	
3a. Communicates with students		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
1. Communicates expectations for learning						
2. Provides sequential directions and procedures						
3. Provides accurate and relevant explanations of content						
4. Uses appropriate oral and written language						
3b. Uses questioning and discussion techniques to promote higher level thinking		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
1. Poses quality questions that promote higher level thinking						
2. Uses discussion techniques to engage students						
3. Encourages student participation						
3c. Engages students in meaningful learning		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
1. Provides activities and assignments to promote active learning differentiating based on student needs.						
2. Groups students purposefully						
3. Uses instructional materials, technology, and resources to enhance student learning						
4. Paces and structures the lesson to maximize instruction and learning						
3d. Uses assessment in instruction		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
1. Establishes and communicates criteria for learning and assessment						
2. Monitors student learning and progress through formative and summative assessment						
3. Uses assessment data to inform instructional planning						
4. Provides purposeful, frequent, and timely feedback to students						
5. Provides students with opportunities to self-assess and monitor progress						

Adapted with permission from Carroll County Public Schools Framework for Teaching

The contents of this Teacher Evaluation were developed under a grant from the Department of Education. However, those contents do not necessarily represent the policy of the Department of Education, and you should not assume endorsement by the Federal Government.

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Domain 3: Instruction (cont'd)					U D P E
3e. Demonstrates flexibility and responsiveness					<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
					Area(s) of concern/ accomplishment(s)
1. Modifies the planned lesson when appropriate					
2. Persists in seeking alternatives for students who have difficulty mastering the learning outcomes					
3. Connects learning to student interest					
Domain 4: Professional Responsibilities					U D P E
4a. Reflects on teaching and lesson effectiveness					<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
					Area(s) of concern/ accomplishment(s)
1. Assesses lesson effectiveness, both individually and collaboratively, based on student learning					
2. Identifies specific alternative instructional options for future teaching					
4b. Maintains accurate records					<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
					Area(s) of concern/ accomplishment(s)
1. Maintains records of student progress, assignment completion, and achievement aligned to the SCPS grading policy					
2. Maintains non-instructional records (such as attendance, sub plans, etc.)					
4c. Communicates with families					<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
					Area(s) of concern/ accomplishment(s)
1. Provides information about the instructional program					
2. Provides information about individual student progress on a regular basis					
3. Makes an effort to engage families					
4d. Participates in professional community					<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
					Area(s) of concern/ accomplishment(s)
1. Maintains professional relationships with colleagues and community stakeholders					
2. Works collaboratively and cooperatively with professional staff					
3. Contributes to the achievement of school improvement goals and system-wide initiatives					
4. Participates in a culture of professional learning					
4e. Grows and develops professionally					<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
					Area(s) of concern/ accomplishment(s)
1. Provides evidence of professional growth					
2. Acknowledges and uses feedback from supervisors and colleagues					

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Domain 4: Professional Responsibilities (cont'd)		U	D	P	E
4f. Shows professionalism		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Area(s) of concern/ accomplishment(s)					
1. Displays integrity and ethical conduct					
2. Advocates for all students					
3. Exhibits a professional attitude and positive demeanor					
4. Presents an appropriate professional appearance					
5. Maintains satisfactory attendance					
6. Complies with SCPS and school regulations					
OVERALL EFFECTIVENESS OF TEACHER					
Unsatisfactory	<input type="checkbox"/>				
Developing	<input type="checkbox"/>				
Proficient	<input type="checkbox"/>				
Exemplary	<input type="checkbox"/>				
Teacher	Date _____				
Teacher's signature does not necessarily indicate agreement					
Observer	Date _____				

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