

DEVELOPMENT AND APPRAISAL SYSTEM

Observation/Scripting/Documentation Form

To: _____

Date: _____

From: _____

cc: _____

Beginning time: _____

Ending time: _____

Domain I: Student Participation 1. Engaged in learning 2. Successful in learning 3. Critical thinking/problem solving 4. Self-directed 5. Connects learning		
Domain II: Learner-Centered Instruction 1. Goals and objectives 2. Learner-centered 3. Critical thinking/problem-solving 4. Motivational strategies 5. Instructional strategies 6. Pacing/sequencing 7. Value and importance 8. Appropriate questioning/inquiry 9. Use of technology		
Domain III: Evaluation and Feedback 1. Monitored and assessed 2. Assessment and instruction aligned 3. Appropriate assessment 4. Learning reinforced 5. Constructive feedback 6. Relearning and re-evaluation		
Domain IV: Management 1. Discipline procedures 2. Self-discipline/self-directed learning 3. Equitable teacher-student interaction 4. Expectations for behavior 5. Redirects disruptive behavior 6. Reinforces desired behavior 7. Equitable and varied characteristics 8. Manages time and materials		
Domain V: Professional Communication 1. Written with students 2. Verbal/non-verbal with students 3. Reluctant students 4. Written with parents, etc. 5. Verbal/non-verbal with parents, etc. 6. Supportive, courteous		
Domain VI: Professional Development 1. Campus/direct goals 2. Student needs 3. Prior performance appraisal 4. Improvement of student performance		
Domain VII: Compliance with Policies 1. Policies, procedures, legal requirements 2. Verbal/written directives 3. Environment		
Domain VIII: Improvement of Academic Performance of All Students on Campus 1. Aligns instruction 2. Analyzes TAKS data 3. Appropriate sequence 4. Appropriate materials 5. Monitors student performance 6. Monitors attendance 7. Students in at-risk situations 8. Appropriate plans for intervention 9. Modifies and adapts		

Quality: Strength, Variety, Impact, Alignment

Quantity: All/Almost All (90%-100%), Most (80-89%), Some (50-79%), Less Than Half (0-49%)

Professional Development and Appraisal System