

Formal Observation Model

Designed to provide feedback and suggestions for instructional improvement through a cooperative effort between the administrator and professional.

FORMAL OBSERVATION

Administrators will visit one class period in length for the observation

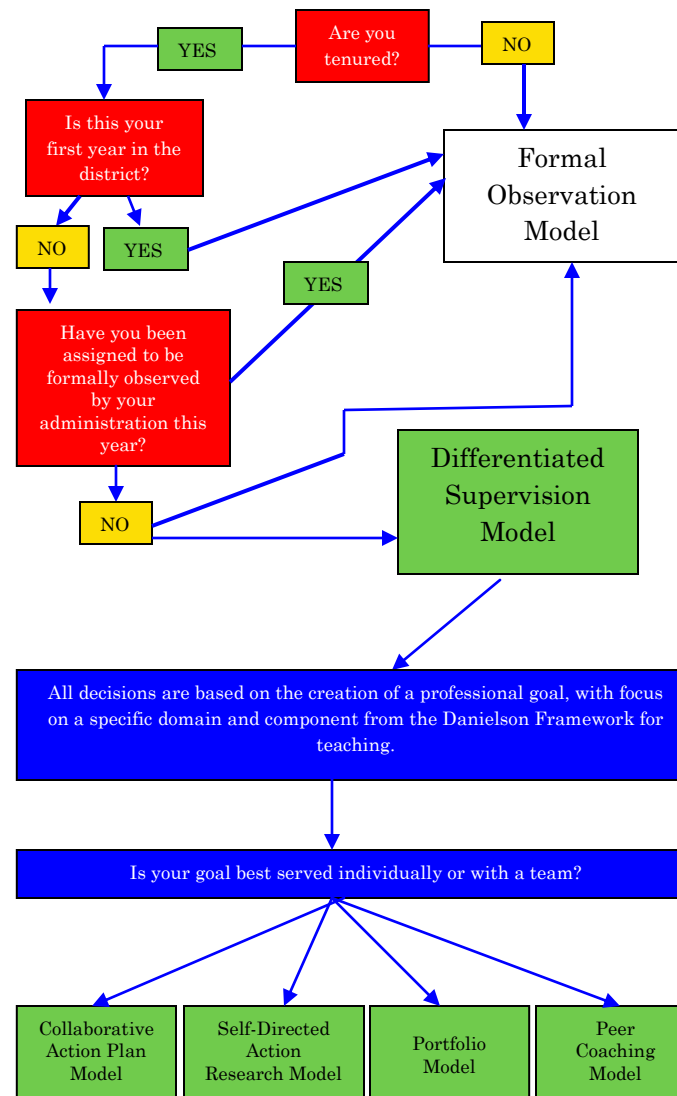
Procedures—aligned to Danielson Framework

1. Pre-Observation
2. Observation
3. Preparing for Post Conference
4. Post-Observation Conference
5. Additional Evidence and Observation Follow-up

GUIDELINES

1. Non-tenured employees (minimum of 2 formal observations and 4 walk-throughs)
2. Staff members who volunteer (minimum of 1 observation and 2 walk-throughs).
3. Staff members new to the district for a minimum of one year (minimum of 1 observation and 2 walk-throughs).
4. Staff members will be assigned to formal observations once every 3 years (minimum of 1 observation and 2 walk-throughs)

Staff members are encouraged to engage in other Supervision Tracks in other years.



Huntingdon Area School District Evaluation and Supervision of Teacher Performance





Self-Directed

Action Research Model

Provides a process for a staff member to select an area of instruction to explore in depth and/or pursue new ideas in order to achieve professional growth and enhance student achievement

PARTICIPANTS

Tenured staff members with performance rating indicating satisfactory on their final rating in HASD with administrative approval.

Description/Procedures

1. Professional will select an area to explore in-depth or a new idea/interest to pursue.
2. Professional will develop a goal for the year, develop objectives and strategies to achieve that goal, define assessments to evaluate success and periodically reflect upon the process.
3. No formal observation by administrator/supervisor, but may occur.
4. Minimum of 2 walk-through observations/conferences.
5. Professional will be rated by administrators on all 4 domains of Danielson Model.

Frequency

1. Initial review of plan and goals with administrator in September.
2. Quarterly logs to be shared with administrator during Midpoint and Final Reviews.

Collaborative

Action Plan Model



Provides a process for staff members to work together toward professional growth. A team of professional staff members may work on a collaborative project or common goal. Staff members will choose instructional colleagues from within the district for their team with administrative approval.

PARTICIPANTS

1. Tenured staff members with performance rating indicating satisfactory on their final rating in HASD with administrative approval.
2. Team size of 2-4 participants.

Description/Procedures

1. Team will select an area or idea to explore in-depth.
2. Team will develop a goal for the year, develop objectives and strategies to achieve that goal, define assessments to evaluate success and periodically reflect upon the process.
3. Team must meet a minimum of 10 times.
4. Participants may participate in additional activities if desired.
5. No formal observation by administrator/supervisor, but may occur.
6. Minimum of 2 walk-through observations/conferences.
7. Professional will be rated by administrators on all 4 domains of Danielson Model.

Frequency

1. Initial review of plan and goals with administrator in September.
2. Records of each meeting.
3. Midpoint and Final reports and review with administrator.

Portfolio



Provides the opportunity for professionals to examine their own practice, in relation to the Danielson Framework by collecting evidence and artifacts demonstrating personal growth.

PARTICIPANTS

Tenured staff members with performance rating indicating satisfactory on their final rating in HASD with administrative approval.

Description/Procedures

1. Each professional will be responsible for selecting a component from each domain of the Danielson Framework Model and collecting evidence for all elements within that component.
2. Professionals will be advised to develop a plan to collect evidence for the elements in the domains.
3. No formal observation by administrator/supervisor, but may occur.
4. Minimum of 2 walk-through observations/conferences.
5. Professional will be rated by administrators on all 4 domains of Danielson Model.

Frequency

1. Initial review of plan and goals with administrator in September.
2. Quarterly logs to be shared with administrator during Midpoint and Final Reviews.