

Teacher Observation

User Information

Name: Joshua Idio (1833)

Buildings: James Caldwell, Grover Cleveland, Wilson

Grade: None

Assigned Administrator: Abramovich, JESSICA

Submitted By: Abramovich, JESSICA

Acknowledged By: N/A

Finalized By: N/A

Title:

Department: None

Evaluation Type: Teacher Non-Tenured Yr 1
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Domain 1: Planning and Preparation

FfT 2013 (HEPI) - Component 1a Component Ineffective **Partially Effective Effective Highly Effective** In planning and practice, the The teacher is familiar with the The teacher displays solid The teacher displays extensive knowledge teacher makes content errors important concepts in the knowledge of the important **Demonstrating** of the important concepts in the discipline Knowledge of or does not correct errors discipline but displays a lack of concepts in the discipline and and how these relate both to one another Content and awareness of how these concepts how these relate to one and to other disciplines. The teacher made by students. The teacher **Pedagogy** displays little understanding of relate to one another. The another. The teacher demonstrates understanding of prerequisite knowledge teacher indicates some demonstrates accurate prerequisite relationships among topics **Indicators:** important to student learning awareness of prerequisite understanding of prerequisite and concepts and understands the link to 1. Lesson and unit of the content. The teacher learning, although such relationships among topics. necessary cognitive structures that plans that reflect displays little or no knowledge may be inaccurate or The teacher's plans and ensure student understanding. The understanding of the range of important concepts incomplete. The teacher's plans practice reflect familiarity with teacher's plans and practice reflect in the discipline pedagogical approaches and practice reflect a limited a wide range of effective familiarity with a wide range of effective 2. Lesson and unit suitable to student learning of range of pedagogical approaches pedagogical approaches in the pedagogical approaches in the discipline and the ability to anticipate student plans that to the discipline or to the the content. subject. accommodate students. misconceptions. prerequisite **Critical Attributes: Critical Attributes:** relationships among 1. The teacher makes content **Critical Attributes:** 1. The teacher can identify **Critical Attributes:** concepts and skills 1. The teacher's understanding important concepts of the 1. The teacher cites intra- and errors. 3. Clear and 2. The teacher does not of the discipline is rudimentary. discipline and their interdisciplinary content relationships. accurate classroom consider prerequisite 2. The teacher's knowledge of relationships to one another. 2. The teacher's plans demonstrate relationships when planning. prerequisite relationships is 2. The teacher provides clear awareness of possible student explanations 4. Accurate answers 3. The teacher's plans use inaccurate or incomplete. explanations of the content. misconceptions and how they can be 3. Lesson and unit plans use to students' inappropriate strategies for the 3. The teacher answers addressed. questions 5. Feedback to discipline. limited instructional strategies, students' questions accurately 3. The teacher's plans reflect recent and some are not suitable to the and provides feedback that developments in content-related furthers their learning. students that content. pedagogy. furthers learning 4. Instructional strategies in 6. Interdisciplinary unit and lesson plans are entirely suitable to the connections in plans and practice content.

Rubric Score: 0/0

FfT 2013 - 1a Critical Attributes

Component Ineffective **Partially Effective Effective Highly Effective** 1b The teacher displays minimal The teacher displays generally The teacher understands the active The teacher understands the active Demonstrating understanding of how students accurate knowledge of how nature of student learning and nature of student learning and Knowledge of learn - and little knowledge of attains information about levels of acquires information about levels of students learn and of their **Students** their varied approaches to varied approaches to learning, development for groups of students. development for individual students. learning, knowledge and skills, knowledge and skills, special The teacher also purposefully The teacher also systematically Indicators: special needs, and interests needs, and interests and cultural acquires knowledge from several acquires knowledge from several 1. Formal and and cultural heritages - and heritages, yet may apply this sources about groups of students' sources about individual students' informal information does not indicate that such knowledge not to individual varied approaches to learning, varied approaches to learning, about students knowledge is valuable. students but to the class as a knowledge and skills, special needs, knowledge and skills, special needs, gathered by the whole. and interests and cultural heritages. and interests and cultural heritages. teacher for use in **Critical Attributes:** planning instruction **Critical Attributes: Critical Attributes: Critical Attributes:** 1. The teacher does not 2. Student interests understand child development 1. The teacher knows, for groups of 1. The teacher cites 1. The teacher uses ongoing developmental theory but does methods to assess students' skill and needs learned by characteristics and has students, their levels of cognitive the teacher for use unrealistic expectations for not seek to integrate it into development. levels and designs instruction in planning students. lesson planning. 2. The teacher is aware of the accordingly. 2. The teacher does not try to 2. The teacher is aware of the different cultural groups in the 2. The teacher seeks out information 3. Teacher participation in ascertain varied ability levels different ability levels in the class. from all students about their cultural community cultural among students in the class. class but tends to teach to the 3. The teacher has a good idea of heritages. 3. The teacher maintains a system events 3. The teacher is not aware of "whole group." the range of interests of students in 4. Teacher-designed students' interests or cultural 3. The teacher recognizes that the class. of updated student records and 4. The teacher has identified "high," opportunities for heritages. students have different interests incorporates medical and/or learning families to share 4. The teacher takes no and cultural backgrounds but "medium," and "low" groups of needs into lesson plans. their heritages responsibility to learn about rarely draws on their students within the class. 5. Database of 5. The teacher is well informed students' medical or learning contributions or differentiates students with special disabilities. materials to accommodate those about students' cultural heritages and incorporates this knowledge in needs differences. lesson planning. 4. The teacher is aware of 6. The teacher is aware of the medical issues and learning disabilities with some students special needs represented by but does not seek to understand students in the class. the implications of that knowledge.

Rubric Score: 0/0

FfT 2013 - 1b Critical Attributes

| FfT 2013 (HEPI) - Component 1c | | | | | | | | |
|---|---|--|--|--|--|--|--|--|
| Component | Ineffective | Partially Effective | Effective | Highly Effective | | | | |
| 1c Setting Instructional Outcomes Indicators: 1. Outcomes of a challenging cognitive level 2. Statements of student learning, not student activity 3. Outcomes central to the discipline and related to those in other disciplines 4. Outcomes permitting assessment of student attainment 5. Outcomes differentiated for students of varied ability | The outcomes represent low expectations for students and lack of rigor, and not all of these outcomes reflect important learning in the discipline. They are stated as student activities, rather than as outcomes for learning. Outcomes reflect only one type of learning and only one discipline or strand and are suitable for only some students. Critical Attributes: 1. Outcomes lack rigor. 2. Outcomes do not represent important learning in the discipline. 3. Outcomes are not clear or are stated as activities. 4. Outcomes are not suitable for many students in the class. | Outcomes represent moderately high expectations and rigor. Some reflect important learning in the discipline and consist of a combination of outcomes and activities. Outcomes reflect several types of learning, but the teacher has made no effort at coordination or integration. Outcomes, based on global assessments of student learning, are suitable for most of the students in the class. Critical Attributes: 1. Outcomes represent a mixture of low expectations and rigor. 2. Some outcomes reflect important learning in the discipline. 3. Outcomes are suitable for most of the class. | Most outcomes represent rigorous and important learning in the discipline and are clear, are written in the form of student learning, and suggest viable methods of assessment. Outcomes reflect several different types of learning and opportunities for coordination, and they are differentiated, in whatever way is needed, for different groups of students. Critical Attributes: 1. Outcomes represent high expectations and rigor. 2. Outcomes are related to "big ideas" of the discipline. 3. Outcomes are written in terms of what students will learn rather than do. 4. Outcomes represent a range of types: factual knowledge, conceptual understanding, reasoning, social interaction, management, and communication. 5. Outcomes, differentiated where necessary, are suitable to groups of students in the class. | All outcomes represent high-level learning in the discipline. They are clear, are written in the form of student learning, and permit viable methods of assessment. Outcomes reflect several different types of learning and, where appropriate, represent both coordination and integration. Outcomes are differentiated, in whatever way is needed, for individual students. Critical Attributes: 1. The teacher's plans reference curricular frameworks or blueprints to ensure accurate sequencing. 2. The teacher connects outcomes to previous and future learning. 3. Outcomes are differentiated to encourage individual students to take educational risks. | | | | |
| Rubric Score: 0/0 | | | | | | | | |

| Component |
|-----------------------|
| 1d |
| Demonstrating |
| Knowledge Resources |
| Indicators: |
| 1. Materials provided |
| by the district |
| 2. Materials provided |
| by professional |
| organizations |
| 3. A range of texts |
| 4. Internet resources |
| 5. Community |
| resources |
| 6. Ongoing |
| participation by the |

professional education

professional groups

7. Guest speakers

teacher in

courses or

The teacher is unaware of resources to assist student learning beyond materials provided by the school or district, nor is the teacher aware of resources for expanding one's own professional skill.

Ineffective

Critical Attributes:

- The teacher uses only district-provided materials, even when more variety would assist some students.
 The teacher does not seek
- out resources available to expand her own skill.

 3. Although the teacher is
- 3. Although the teacher is aware of some student needs, he does not inquire about possible resources.

The teacher displays some awareness of resources beyond those provided by the school or district for classroom use and for extending one's professional skill but does not seek to expand this knowledge.

Partially Effective

Critical Attributes:

- 1. The teacher uses materials in the school library but does not search beyond the school for resources.
- The teacher participates in content-area workshops offered by the school but does not pursue other professional development.
- 3. The teacher locates materials and resources for students that are available through the school but does not pursue any other avenues.

The teacher displays awareness of resources beyond those provided by the school or district, including those on the Internet, for classroom use and for extending one's professional skill, and seeks out such resources.

Effective

Critical Attributes:

- 1. Texts are at varied levels.
- 2. Texts are supplemented by guest speakers and field experiences.
- 3. The teacher facilitates the use of Internet resources.
- 4. Resources are multidisciplinary.
- 5. The teacher expands her knowledge through professional learning groups and organizations.6. The teacher pursues options
- 6. The teacher pursues options offered by universities.
- 7. The teacher provides lists of resources outside the classroom for students to draw on.

The teacher's knowledge of resources for classroom use and for extending one's professional skill is extensive, including those available through the school or district, in the community, through professional organizations and universities, and on the Internet.

Highly Effective

Critical Attributes:

- 1. Texts are matched to student skill level.
- 2. The teacher has ongoing relationships with colleges and universities that support student learning.
- 3. The teacher maintains a log of resources for student reference.
- 4. The teacher pursues apprenticeships to increase discipline knowledge.
- 5. The teacher facilitates student contact with resources outside the classroom.

Rubric Score: 0/0

FfT 2013 - 1d Critical Attributes

FfT 2013 (HEPI) - Component 1e Component Ineffective **Partially Effective Effective Highly Effective** 1e Learning activities are poorly Some of the learning activities and Most of the learning activities are The sequence of learning **Designing** aligned with the instructional materials are aligned with the aligned with the instructional activities follows a coherent outcomes, do not follow an Coherent instructional outcomes and represent outcomes and follow an organized sequence, is aligned to Instruction organized progression, are not moderate cognitive challenge, but with progression suitable to groups of instructional goals, and is designed to engage students in no differentiation for different students. The learning activities designed to engage students in **Indicators:** active intellectual activity, and students. Instructional groups partially have reasonable time allocations; high-level cognitive activity. 1. Lessons that have unrealistic time support the activities, with some they represent significant cognitive These are appropriately support allocations. Instructional groups variety. The lesson or unit has a challenge, with some differentiation differentiated for individual instructional are not suitable to the activities recognizable structure; but the for different groups of students and learners. Instructional groups are outcomes and and offer no variety. progression of activities is uneven, varied use of instructional groups. varied appropriately, with some reflect important opportunity for student choice. with only some reasonable time allocations. concepts **Critical Attributes: Critical Attributes:** 2. Instructional **Critical Attributes:** 1. Learning activities are boring 1. Learning activities are matched maps that and/or not well aligned to the **Critical Attributes:** to instructional outcomes. 1. Activities permit student indicate instructional goals. 1. Learning activities are moderately 2. Activities provide opportunity for choice. relationships to 2. Materials are not engaging or challenging. higher-level thinking. 2. Learning experiences connect prior learning do not meet instructional 2. Learning resources are suitable, but 3. The teacher provides a variety of to other disciplines. 3. Activities that 3. The teacher provides a variety outcomes. there is limited variety. appropriately challenging materials represent high-3. Instructional groups do not 3. Instructional groups are random, or and resources. of appropriately challenging level thinking support learning. they only partially support objectives. 4. Instructional student groups are resources that are differentiated 4. Opportunities 4. Lesson plans are not 4. Lesson structure is uneven or may organized thoughtfully to maximize for students in the class. for student structured or sequenced and 4. Lesson plans differentiate for be unrealistic about time learning and build on students' choice are unrealistic in their expectations. strengths. individual student needs. 5. Use of varied expectations. 5. The plan for the lesson or unit is resources well structured, with reasonable 6. Thoughtfully time allocations. planned learning groups 7. Structured lesson plans **Rubric Score: 0/0**

FfT 2013 - 1e Critical Attributes

Component Ineffective **Partially Effective Effective Highly Effective** Assessment procedures Assessment procedures are All the instructional outcomes may All the instructional outcomes may be Designing Student are not congruent with partially congruent with be assessed by the proposed assessed by the proposed assessment plan, with clear criteria for assessing **Assessments** instructional outcomes instructional outcomes. assessment plan; assessment and lack criteria by which Assessment criteria and methodologies may have been student work. The plan contains evidence **Indicators:** student performance will standards have been adapted for groups of students. of student contribution to its 1. Lesson plans developed, but they are not Assessment criteria and standards development. Assessment methodologies be assessed. The teacher indicating has no plan to incorporate clear. The teacher's approach are clear. The teacher has a wellhave been adapted for individual students correspondence formative assessment in to using formative assessment developed strategy for using as the need has arisen. The approach to between assessments the lesson or unit. is rudimentary, including only formative assessment and has using formative assessment is well some of the instructional designed and includes student as well as and instructional designed particular approaches to outcomes **Critical Attributes:** outcomes. be used. teacher use of the assessment 2. Assessment types information. 1. Assessments do not suitable to the style of match instructional **Critical Attributes: Critical Attributes:** 1. Only some of the 1. All the learning outcomes have a **Critical Attributes:** outcome outcomes. 3. Variety of 2. Assessments lack instructional outcomes are method for assessment. 1. Assessments provide opportunities for 2. Assessment types match performance criteria. addressed in the planned student choice. opportunities for 3. No formative learning expectations. 2. Students participate in designing assessments. 2. Assessment criteria are 3. Plans indicate modified students assessments have been assessments for their own work. 4. Modified designed. assessments when they are 3. Teacher-designed assessments are vague. assessments available 4. Assessment results do 3. Plans refer to the use of necessary for some students. authentic, with real-world application as formative assessments, but appropriate. for individual students not affect future plans. 4. Assessment criteria are clearly 4. Students develop rubrics according to as needed they are not fully developed. written. 5. Expectations 4. Assessment results are used 5. Plans include formative teacher-specified learning objectives. clearly written with to design lesson plans for the assessments to use during 5. Students are actively involved in collecting information from formative descriptors for each whole class, not individual instruction. level of performance students. 6. Lesson plans indicate possible assessments and provide input. adjustments based on formative 6. Formative assessments designed assessment data. to inform minute-tominute decision making by the teacher during instruction **Rubric Score: 0/0**

FfT 2013 - 1f Critical Attributes

Domain 2: The Classroom Environment FfT 2013 (HEPI) - Component 2a **Partially Effective Highly Effective** Component Ineffective **Effective** Patterns of classroom Patterns of classroom interactions, Teacher-student interactions are Classroom interactions between Creating an both between teacher and students friendly and demonstrate general interactions, both between the teacher and students and **Environment of** teacher and students and and among students, are generally caring and respect. Such interactions among students are highly Respect and among students, are mostly appropriate but may reflect are appropriate to the ages, cultures, respectful, reflecting genuine Rapport negative, inappropriate, or occasional inconsistencies, and developmental levels of the warmth, caring, and sensitivity insensitive to students' ages, favoritism, and disregard for students. Interactions among students to students as individuals. **Indicators:** cultural backgrounds, and students' ages, cultures, and are generally polite and respectful, Students exhibit respect for the 1. Respectful talk, developmental levels. Student developmental levels. Students and students exhibit respect for the teacher and contribute to high active listening, and interactions are characterized rarely demonstrate disrespect for teacher. The teacher responds levels of civility among all members of the class. The net turn-taking by sarcasm, put-downs, or one another. The teacher attempts successfully to disrespectful behavior 2. Acknowledgment to respond to disrespectful behavior, among students. The net result of the conflict. The teacher does not result is an environment where of students' deal with disrespectful with uneven results. The net result interactions is polite, respectful, and all students feel valued and are backgrounds and behavior. of the interactions is neutral, business-like, though students may be comfortable taking intellectual lives outside the conveying neither warmth nor somewhat cautious about taking risks. **Critical Attributes:** intellectual risks. classroom conflict. 3. Body language 1. The teacher is disrespectful **Critical Attributes:** indicative of toward students or insensitive **Critical Attributes: Critical Attributes:** 1. The teacher demonstrates warmth and caring to students' ages, cultural 1. The quality of interactions 1. Talk between the teacher and knowledge and caring about individual students' lives shown by teacher backgrounds, and between teacher and students, or students and among students is and students developmental levels. among students, is uneven, with uniformly respectful. beyond the class and school. 4. Physical 2. Students' body language occasional disrespect or insensitivity. 2. The teacher successfully responds 2. There is no disrespectful proximity indicates feelings of hurt, 2. The teacher attempts to respond to disrespectful behavior among behavior among students. 5. Politeness and discomfort, or insecurity. to disrespectful behavior among 3. When necessary, students encouragement 3. The teacher displays no students, with uneven results. 3. Students participate willingly, but respectfully correct one may be somewhat hesitant to offer 6. Fairness familiarity with, or caring 3. The teacher attempts to make another. about, individual students. connections with individual students, their ideas in front of classmates. 4. Students participate without

Rubric Score: 0/0

4. The teacher makes general

teacher.

connections with individual students.

5. Students exhibit respect for the

but student reactions indicate that

these attempts are not entirely

successful.

4. The teacher disregards

disrespectful interactions

among students.

fear of put-downs or ridicule

5. The teacher respects and encourages students' efforts.

students.

from either the teacher or other

Component Ineffective 2b The classroom culture is Establishing a characterized by a lack of teacher or student commitment **Culture for** Learning to learning, and/or little or no investment of student energy in Indicators: the task at hand. Hard work and 1. Belief in the the precise use of language are value of what is not expected or valued. Medium being learned to low expectations for student 2. High achievement are the norm, with expectations, high expectations for learning supported through reserved for only one or two both verbal and students. nonverbal behaviors, for **Critical Attributes:** both learning and 1. The teacher conveys that participation there is little or no purpose for 3. Expectation of the work, or that the reasons for high-quality work doing it are due to external on the part of factors. students 2. The teacher conveys to at 4. Expectation and least some students that the recognition of work is too challenging for them. effort and 3. Students exhibit little or no persistence on the pride in their work.

The classroom culture is characterized by little commitment to learning by the teacher or students. The teacher appears to be only "going through the motions," and students indicate that they are interested in the completion of a task rather than the quality of the work. The teacher conveys that student success is the result of natural ability rather than hard work, and refers only in passing to the precise use of language. High expectations for learning are reserved for those students thought to have a natural aptitude for the subject.

Partially Effective

Critical Attributes:

- 1. The teacher's energy for the work is neutral, neither indicating a high level of commitment nor ascribing the need to do the work to external forces.
- 2. The teacher conveys high expectations for only some students.
- 3. Students exhibit a limited commitment to complete the work on their own; many students indicate that they are looking for an "easy path."
- 4. The teacher's primary concern appears to be to complete the task at hand.
- 5. The teacher urges, but does not insist, that students use precise language.

The classroom culture is a place where learning is valued by all; high expectations for both learning and hard work are the norm for most students. Students understand their role as learners and consistently expend effort to learn. Classroom interactions support learning, hard work, and the precise use of language.

Effective

Critical Attributes:

- 1. The teacher communicates the importance of the content and the conviction that with hard work all students can master the material.
- 2. The teacher demonstrates a high regard for students' abilities.
- 3. The teacher conveys an expectation of high levels of student effort.
- 4. Students expend good effort to complete work of high quality.
- 5. The teacher insists on precise use of language by students.

The classroom culture is a cognitively busy place, characterized by a shared belief in the importance of learning. The teacher conveys high expectations for learning for all students and insists on hard work; students assume responsibility for high quality by initiating improvements, making revisions, adding detail, and/or assisting peers in their precise use of language.

Highly Effective

Critical Attributes:

- 1. The teacher communicates passion for the subject.
- 2. The teacher conveys the satisfaction that accompanies a deep understanding of complex content.
- 3. Students indicate through their questions and comments a desire to understand the content.
- 4. Students assist their classmates in understanding the content.
- Students take initiative in improving the quality of their work.
- 6. Students correct one another in their use of language.

Notes and Evidence:

correct them.

4. Students use language

incorrectly; the teacher does not

The observed lesson was of a flute lesson for 6th graders. Mr. Idio used a special tool to help students monitor breath with the flute.

Rubric Score: 3/4

FfT 2013 - 2b Critical Attributes

FfT 2013 (HEPI) - Component 2c

part of students

expectations for

expression and

work products

5. High

- Effective The teacher communicates the importance of the content and the conviction that with hard work all students can master the material.
- Effective Students expend good effort to complete work of high quality.

Component Ineffective **Partially Effective Effective Highly Effective** Much instructional time is lost due Some instructional time is lost due There is little loss of instructional Instructional time is maximized due 2c Managing to inefficient classroom routines to partially effective classroom time due to effective classroom to efficient and seamless classroom Classroom and procedures. There is little or routines and procedures. Students routines and procedures. The routines and procedures. The no evidence of the teacher's teacher's management of **Procedures** teacher's management of take initiative in the management management of instructional instructional groups and transitions, instructional groups and transitions, of instructional groups and **Indicators:** groups and transitions and/or or handling of materials and or handling of materials and transitions, and/or the handling of supplies, or both, are inconsistent, 1. Smooth handling of materials and supplies supplies, or both, are consistently materials and supplies. Routines functioning of leading to some disruption of successful. With minimal guidance effectively. There is little evidence are well understood and may be all routines that students know or follow learning. With regular guidance and and prompting, students follow initiated by students. Volunteers 2. Little or no established routines, or that prompting, students follow established classroom routines, and and paraprofessionals make an loss of volunteers and paraprofessionals established routines, and volunteers volunteers and paraprofessionals independent contribution to the instructional have clearly defined tasks. and paraprofessionals perform their contribute to the class. class time duties. 3. Students **Critical Attributes: Critical Attributes: Critical Attributes:** playing an 1. Students not working with the **Critical Attributes:** 1. Students are productively 1. With minimal prompting by the important role teacher are not productively 1. Students not working directly with engaged during small-group or teacher, students ensure that their in carrying out engaged. the teacher are only partially independent work. time is used productively. the routines 2. Transitions between large- and 2. Transitions are disorganized, engaged. 2. Students take initiative in 4. Students with much loss of instructional 2. Procedures for transitions seem small-group activities are smooth. distributing and collecting materials to have been established, but their 3. Routines for distribution and knowing what efficiently. to do, where to 3. There do not appear to be any operation is not smooth. collection of materials and supplies 3. Students themselves ensure that transitions and other routines are move established procedures for 3. There appear to be established work efficiently. accomplished smoothly. distributing and collecting routines for distribution and 4. Classroom routines function 4. Volunteers and paraprofessionals collection of materials, but students materials. smoothly. 4. A considerable amount of time is are confused about how to carry 5. Volunteers and paraprofessionals take initiative in their work in the spent off task because of unclear them out. work with minimal supervision. class. procedures. Classroom routines function 5. Volunteers and paraprofessionals unevenly. have no defined role and/or are 5. Volunteers and paraprofessionals idle much of the time. require frequent supervision. **Rubric Score: 0/0**

FfT 2013 (HEPI) - Component 2d Component Ineffective **Partially Effective Effective Highly Effective** There appear to be no Standards of conduct appear to Student behavior is generally Student behavior is entirely appropriate. **Managing Student** established standards of have been established, but appropriate. The teacher Students take an active role in Behavior conduct, or students challenge their implementation is monitors student behavior monitoring their own behavior and/or them. There is little or no inconsistent. The teacher tries, against established standards of that of other students against standards teacher monitoring of student Indicators: with uneven results, to monitor conduct. Teacher response to of conduct. Teacher monitoring of student behavior is subtle and 1. Clear standards of behavior, and response to student behavior and respond student misbehavior is conduct, possibly students' misbehavior is to student misbehavior. preventive. The teacher's response to consistent, proportionate, and posted, and possibly repressive or disrespectful of respectful to students and is student misbehavior is sensitive to **Critical Attributes:** individual student needs and respects referred to during a student dignity. effective. lesson 1. The teacher attempts to students' dignity. 2. Absence of **Critical Attributes:** maintain order in the **Critical Attributes:** acrimony between 1. The classroom environment classroom, referring to 1. Standards of conduct appear **Critical Attributes:** classroom rules, but with 1. Student behavior is entirely teacher and is chaotic, with no standards of to have been established and students concerning conduct evident. uneven success. implemented successfully. appropriate; any student misbehavior is behavior 2. The teacher does not 2. The teacher attempts to 2. Overall, student behavior is very minor and swiftly handled. generally appropriate. 3. Teacher monitor student behavior. keep track of student behavior, 2. The teacher silently and subtly monitors student behavior. 3. Some students disrupt the 3. The teacher frequently awareness of but with no apparent system. student conduct classroom, without apparent 3. The teacher's response to monitors student behavior. 3. Students respectfully intervene with 4. Preventive action classmates at appropriate moments to teacher awareness or with an student misbehavior is 4. The teacher's response to when needed by the ineffective response. student misbehavior is effective. ensure compliance with standards of inconsistent: sometimes harsh. teacher other times lenient. conduct. 5. Absence of misbehavior 6. Reinforcement of positive behavior

Rubric Score: 0/0

FfT 2013 - 2d Critical Attributes

| The classroom environment is unsafe, or learning is not accessible to many. There is poor alignment between the arrangement of funditure and resources, including computer technology, and the leasn satisfies. Safe environment suitable for the learning activities. S. Effective use of physical resources, including computer technology is or hear the teacher or see the board. S. Adalable technology is not being used even if it is available and its use would enhance the lesson. The classroom environment is safe, and essential learning is accessible to most students. The teacher makes modest use of physical resources, including computer technology. The teacher attempts to adjust the elarning activities and uses physical resources, including computer technology, effectively. Critical Attributes: 1. The physical environment is safe, and students are able to see and hear the teacher or see the board. 2. Many students can't see or hear the teacher or see the board. 3. Available technology is not being used even if it is available and its use would enhance the lesson. The classroom is safe, and students have equal access to learning activities, adjust the farming activities and uses physical resources, including computer technology, effectively. Critical Attributes: 1. The classroom is safe, and students have equal access to learning activities and uses physical resources, including computer technology. The teacher attempts to adjust the learning activities and uses physical resources, including computer technology, effectively. Critical Attributes: 1. The classroom is safe, and students have equal access to learning activities and uses physical resources, including computer technology, effectively. Critical Attributes: 1. The classroom is safe, and students have equal access to learning activities and uses physical resources, including computer technology, effectively. Critical Attributes: 1. The physical environment is safe, and altributes to the learning activities and uses physical resources in the phy |
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FfT 2013 - 2e Critical Attributes

Domain 3: Instruction

Component Ineffective **Partially Effective Effective Highly Effective** The instructional purpose of The teacher's attempt to explain The instructional purpose of the The teacher links the instructional Communicating the lesson is unclear to the instructional purpose has only lesson is clearly communicated to purpose of the lesson to the larger with Students curriculum; the directions and students, and the directions limited success, and/or directions students, including where it is and procedures are and procedures must be clarified situated within broader learning; procedures are clear and anticipate **Indicators:** confusing. The teacher's after initial student confusion. The directions and procedures are possible student misunderstanding. The teacher's explanation of content is 1. Clarity of explanation of the content teacher's explanation of the explained clearly and may be lesson purpose contains major errors and content may contain minor errors; modeled. The teacher's explanation thorough and clear, developing 2. Clear does not include any some portions are clear, others of content is scaffolded, clear, and conceptual understanding through clear directions and explanation of strategies difficult to follow. The teacher's accurate and connects with students scaffolding and connecting with procedures students might use. The explanation does not invite students' interests. Students contribute knowledge and experience. During specific to the teacher's spoken or written students to engage intellectually the explanation of content, the to extending the content by explaining lesson activities language contains errors of concepts to their classmates and or to understand strategies they teacher focuses, as appropriate, on 3. Absence of grammar or syntax. The might use when working suggesting strategies that might be strategies students can use when used. The teacher's spoken and written content errors teacher's academic independently. The teacher's working independently and invites and clear vocabulary is inappropriate, spoken language is correct but student intellectual engagement. language is expressive, and the teacher explanations of vague, or used incorrectly, uses vocabulary that is either The teacher's spoken and written finds opportunities to extend students' limited or not fully appropriate to leaving students confused. concepts and language is clear and correct and is vocabularies, both within the discipline strategies the students' ages or suitable to students' ages and and for more general use. Students 4. Correct and **Critical Attributes:** backgrounds. The teacher rarely interests. The teacher's use of contribute to the correct use of imaginative use 1. At no time during the takes opportunities to explain academic vocabulary is precise and academic vocabulary. of language lesson does the teacher academic vocabulary. serves to extend student convey to students what understanding. Critical Attributes: they will be learning. **Critical Attributes:** 1. If asked, students are able to explain 2. Students indicate through 1. The teacher provides little **Critical Attributes:** what they are learning and where it fits body language or questions elaboration or explanation about 1. The teacher states clearly, at into the larger curriculum context. that they don't understand what the students will be learning. some point during the lesson, what 2. The teacher explains content clearly and imaginatively, using metaphors and the content being presented. 2. The teacher's explanation of the students will be learning. 3. The teacher makes a the content consists of a 2. The teacher's explanation of analogies to bring content to life. serious content error that monologue, with minimal content is clear and invites student 3. The teacher points out possible areas will affect students' participation or intellectual participation and thinking. for misunderstanding. 4. The teacher invites students to understanding of the lesson. engagement by students. 3. The teacher makes no content 4. Students indicate through 3. The teacher makes no serious explain the content to their classmates. errors. their questions that they are content errors but may make 4. The teacher describes specific Students suggest other strategies confused about the learning strategies students might use, they might use in approaching a minor ones. task. 4. The teacher's explanations of inviting students to interpret them in challenge or analysis. 6. The teacher uses rich language, 5. The teacher's content are purely procedural, the context of what they're learning. offering brief vocabulary lessons where communications include with no indication of how students 5. Students engage with the learning errors of vocabulary or usage can think strategically. task, indicating that they understand appropriate, both for general vocabulary or imprecise use of academic 5. The teacher must clarify the what they are to do. and for the discipline. 6. If appropriate, the teacher models 7. Students use academic language learning task so students can language. 6. The teacher's vocabulary complete it. the process to be followed in the correctly. is inappropriate to the age or 6. The teacher's vocabulary and culture of the students. usage are correct but 7. The teacher's vocabulary and unimaginative. usage are correct and entirely suited 7. When the teacher attempts to to the lesson, including, where explain academic vocabulary, it is appropriate, explanations of only partially successful. academic vocabulary. 8. The teacher's vocabulary is too 8. The teacher's vocabulary is advanced, or too juvenile, for appropriate to students' ages and levels of development. students.

Rubric Score: 3/4

FfT 2013 - 3a Critical Attributes

- Effective The teacher states clearly, at some point during the lesson, what the students will be learning.
- Effective Students engage with the learning task, indicating that they understand what they are to do.

| Using Questioning and Discussion Techniques Indicators: Interaction between the teacher and students is predominantly recitation style, with the teacher high cognitive challenge, formulated by low cognitive challenge, with single correct responses, and are asked in rapid succession. Interaction between the teacher and students is predominantly recitation style, with the teacher and students is predominantly recitation style, with the teacher and students in thinking, but only a few students are involved. The teacher attempts to engage all students through a single path of inquiry, with answers seemingly determined in advance. Alternatively, the teacher attempts to engage students in thinking, but only a few students are involved. The teacher attempts to engage all students in thinking, but only a few students are involved. The teacher attempts to engage all students in thinking, but only a few students are involved. The teacher attempts to engage all students in thinking, but only a few students are involved. The teacher attempts to engage all students in thinking, but only a few students are involved. The teacher attempts to engage all students in thinking, but only a few students are involved. The teacher attempts to engage all students in thinking, but only a few students are involved. The teacher attempts to engage all students in thinking, but only a few students are involved. The teacher attempts to engage all students in thinking, but only a few students are involved. The teacher attempts to engage all students in thinking, but only a few students are involved. | teacher may use some low- tions, he poses questions to promote student thinking restanding. The teacher genuine discussion among providing adequate time for to respond and stepping en doing so is appropriate. | The teacher uses a variety or series of questions or prompts to challenge students cognitively, advance high-level thinking and discourse, and promote metacognition. Students formulate many questions, initiate topics, challenge one | | | | | |
|--|---|--|--|--|--|--|--|
| reasoning. Only a few students participate in the discussion. Critical Attributes: 1. Questions with multiple correct answers or multiple approaches, even when there is a single correct response 3. Effective use of student responses and ideas 4. Discussion, with the teacher stepping out of the central, mediating role 5. Focus on the reasoning reasoning. Only a few students participate in the discussion. Critical Attributes: 1. Questions are rapid-fire and convergent, with a single correct answer. 2. Questions do not invite student thinking. 3. All discussion is between the teacher and students; students are not invited to speak directly to one another: 4. The teacher does not ask students to explain their thinking. 5. Only a few students dominate the discussion. them to respond to one another, and to explain their thinking, with uneven results. Critical Attributes: 1. The teacher frames some questions designed to promote student thinking, but many have a single correct answer, and the teacher calls on students quickly. 2. The teacher invites students to respond directly to one another's ideas, but few students respond. 3. The teacher calls on many students, but only a small number actually participate in the discussion. 4. The teacher asks students to explain their treasoning, but only | acher uses open-ended inviting students to think for multiple possible answers acher makes effective use of sions enable students to talk other without ongoing by the teacher. In other calls on most students, e who don't initially tudents actively engage in | another's thinking, and make unsolicited contributions. Students themselves ensure that all voices are heard in the discussion. Critical Attributes: 1. Students initiate higher-order questions. 2. The teacher builds on and uses student responses to questions in order to deepen student understanding. 3. Students extend the discussion, enriching it. 4. Students invite comments from their classmates during a discussion and challenge one another's thinking. 5. Virtually all students are engaged in the discussion. | | | | | |
| participation in discussion Notes and Evidence: The teacher had student play and at times finger the notes while saying the note nan | | | | | | | |
| Rubric Score: 3/4 | | | | | | | |

FfT 2013 - 3b Critical Attributes

- Effective Many students actively engage in the discussion.

 Effective The teacher asks students to justify their reasoning, and most attempt to do so.

FfT 2013 (HEPI) - Component 3c



Component Ineffective **Partially Effective Effective Highly Effective** The learning The learning tasks and activities The learning tasks and activities are Virtually all students are intellectually tasks/activities, materials, are partially aligned with the fully aligned with the instructional engaged in challenging content through Engaging Students in instructional outcomes but require well-designed learning tasks and activities and resources are poorly outcomes and are designed to Learning aligned with the only minimal thinking by students challenge student thinking, inviting that require complex thinking by students. instructional outcomes, or and little opportunity for them to students to make their thinking The teacher provides suitable scaffolding explain their thinking, allowing Indicators: require only rote responses, visible. This technique results in and challenges students to explain their 1. Student with only one approach most students to be passive or active intellectual engagement by thinking. There is evidence of some enthusiasm, possible. The groupings of merely compliant. The groupings most students with important and student initiation of inquiry and student interest, students are unsuitable to of students are moderately challenging content, and with contributions to the exploration of teacher scaffolding to support that thinking, the activities. The lesson suitable to the activities. The important content; students may serve as problem has no clearly defined lesson has a recognizable engagement. The groupings of resources for one another. The lesson has solving, etc. structure, or the pace of the structure; however, the pacing of students are suitable to the a clearly defined structure, and the pacing 2. Learning lesson is too slow or the lesson may not provide of the lesson provides students the time activities. The lesson has a clearly tasks that students the time needed to be defined structure, and the pacing of rushed. needed not only to intellectually engage require highintellectually engaged or may be the lesson is appropriate, providing with and reflect upon their learning but level student **Critical Attributes:** so slow that many students have a most students the time needed to also to consolidate their understanding. thinking and considerable amount of be intellectually engaged. 1. Few students are intellectually engaged in the invite students "downtime." **Critical Attributes:** to explain their **Critical Attributes:** 1. Virtually all students are intellectually lesson. **Critical Attributes:** 1. Most students are intellectually thinking 2. Learning tasks/activities engaged in the lesson. and materials require only 3. Students 1. Some students are intellectually engaged in the lesson. 2. Lesson activities require high-level highly recall or have a single engaged in the lesson. 2. Most learning tasks have multiple student thinking and explanations of their motivated to correct response or 2. Learning tasks are a mix of correct responses or approaches work on all method. those requiring thinking and those 3. Students take initiative to adapt the and/or encourage higher-order tasks and 3. Instructional materials requiring recall. thinking lesson by 3. Students are invited to explain (a) modifying a learning task to make it persistent even used are unsuitable to the 3. Student engagement with the when the tasks content is largely passive; the their thinking as part of completing more meaningful or relevant to their lesson and/or the students. are challenging 4. The lesson drags or is learning consists primarily of facts needs. 4. Students or procedures. 4. Materials and resources support (b) suggesting modifications to the rushed. actively 5. Only one type of 4. The materials and resources are the learning goals and require grouping patterns used, and/or working," intellectual engagement, as instructional group is used partially aligned to the lesson (c) suggesting modifications or additions rather than (whole group, small groups) objectives. to the materials being used. appropriate. watching while 5. The pacing of the lesson provides 4. Students have an opportunity for when variety would 5. Few of the materials and their teacher promote more student resources require student thinking students the time needed to be reflection and closure on the lesson to "works" engagement. or ask students to explain their intellectually engaged. consolidate their understanding. 5. Suitable thinking. 6. The teacher uses groupings that 6. The pacing of the lesson is pacing of the are suitable to the lesson activities. lesson: neither uneven - suitable in parts but dragged out nor rushed or dragging in others. 7. The instructional groupings used rushed, with time for closure are partially appropriate to the and student activities reflection

Rubric Score: 3/4

FfT 2013 - 3c Critical Attributes

- Effective Materials and resources support the learning goals and require intellectual engagement, as appropriate.
- Effective The teacher uses groupings that are suitable to the lesson activities.

Component Ineffective **Partially Effective Effective Highly Effective** 3d Students do not appear Students appear to be only Students appear to be aware of Assessment is fully integrated into instruction, **Using Assessment** partially aware of the through extensive use of formative assessment. to be aware of the the assessment criteria, and the Students appear to be aware of, and there is some assessment criteria, and the in Instruction assessment criteria, teacher monitors student and there is little or no teacher monitors student learning for groups of students. evidence that they have contributed to, the **Indicators:** monitoring of student learning for the class as a Questions and assessments are assessment criteria. Questions and assessments are 1. The teacher learning; feedback is used regularly to diagnose evidence of learning by whole. Ouestions and regularly used to diagnose paying close absent or of poor assessments are rarely used evidence of learning. Teacher individual students. A variety of forms of feedback, attention to quality. Students do not to diagnose evidence of feedback to groups of students from both teacher and peers, is accurate and evidence of student engage in self- or peer learning. Feedback to is accurate and specific; some specific and advances learning. Students self-assess students is general, and few understanding assessment. and monitor their own progress. The teacher students engage in self-2. The teacher students assess their own assessment. successfully differentiates instruction to address posing specifically **Critical Attributes:** individual students' misunderstandings. work. created questions 1. The teacher gives no **Critical Attributes:** to elicit evidence of indication of what high-**Critical Attributes:** 1. The teacher makes the **Critical Attributes:** student quality work looks like. 1. There is little evidence that standards of high-quality work 1. Students indicate that they clearly understand understanding 2. The teacher makes the students understand how clear to students the characteristics of high-quality work, and there is 3. The teacher no effort to determine their work will be evaluated. 2. The teacher elicits evidence evidence that students have helped establish the circulating to whether students 2. The teacher monitors of student understanding. evaluation criteria. monitor student understand the lesson. understanding through a 3. Students are invited to 2. The teacher is constantly "taking the pulse" of the class; monitoring of student understanding is learning and to 3. Students receive no single method, or without assess their own work and eliciting evidence of offer feedback feedback, or feedback make improvements; most of sophisticated and continuous and makes use of 4. Students is global or directed to understanding from students. them do so. strategies to elicit information about individual assessing their own only one student. 3. Feedback to students is 4. Feedback includes specific student understanding. work against 4. The teacher does vague and not oriented and timely guidance, at least for 3. Students monitor their own understanding, either established criteria not ask students to toward future improvement of groups of students. on their own initiative or as a result of tasks set by evaluate their own or work. the teacher. 4. The teacher makes only 4. High-quality feedback comes from many sources, classmates' work. including students; it is specific and focused on minor attempts to engage students in self- or peer improvement. assessment.

Rubric Score: 3/4

FfT 2013 - 3d Critical Attributes

- Effective The teacher elicits evidence of student understanding.
- · Effective Feedback includes specific and timely guidance, at least for groups of students

FfT 2013 (HEPI) - Component 3e Ineffective **Partially Effective Effective Highly Effective** Component The teacher successfully 3e The teacher ignores students' The teacher accepts The teacher seizes an opportunity to enhance **Demonstrating** questions; when students have responsibility for the accommodates students' questions learning, building on a spontaneous event or Flexibility and difficulty learning, the teacher and interests. Drawing on a broad students' interests, or successfully adjusts success of all students Responsive blames them or their home but has only a limited repertoire of strategies, the and differentiates instruction to address teacher persists in seeking environment for their lack of repertoire of strategies individual student misunderstandings. Using **Indicators:** success. The teacher makes no to use. Adjustment of approaches for students who have an extensive repertoire of instructional 1. Incorporation of strategies and soliciting additional resources attempt to adjust the lesson the lesson in response to difficulty learning. If impromptu from the school or community, the teacher students' interests even when students don't assessment is minimal or measures are needed, the teacher and daily events ineffective. makes a minor adjustment to the persists in seeking effective approaches for understand the content. into a lesson lesson and does so smoothly. students who need help. 2. The teacher **Critical Attributes: Critical Attributes:** 1. The teacher makes **Critical Attributes:** adjusting 1. The teacher ignores **Critical Attributes:** indications of student boredom instruction in perfunctory attempts to 1. The teacher incorporates 1. The teacher seizes on a teachable moment response to or lack of understanding. incorporate students' students' interests and questions to enhance a lesson. evidence of student 2. The teacher brushes aside questions and interests into the heart of the lesson. 2. The teacher conveys to students that she understanding (or 2. The teacher conveys to students students' questions. into the lesson. won't consider a lesson "finished" until every lack of it) 3. The teacher conveys to 2. The teacher conveys that she has other approaches to student understands and that she has a 3. The teacher students that when they have to students a level of try when the students experience broad range of approaches to use. seizing on a difficulty learning, it is their responsibility for their difficulty. 3. In reflecting on practice, the teacher can fault. 3. In reflecting on practice, the teachable moment learning but also his cite others in the school and beyond whom 4. In reflecting on practice, the uncertainty about how to teacher cites multiple approaches he has contacted for assistance in reaching teacher does not indicate that assist them. undertaken to reach students some students. 3. In reflecting on having difficulty. it is important to reach all 4. The teacher's adjustments to the lesson, students. practice, the teacher 4. When improvising becomes when they are needed, are designed to assist 5. The teacher makes no indicates the desire to necessary, the teacher makes individual students. attempt to adjust the lesson in reach all students but adjustments to the lesson. response to student confusion. does not suggest strategies for doing so. 4. The teacher's attempts to adjust the lesson are partially successful.

Rubric Score: 0/0

FfT 2013 - 3e Critical Attributes

Areas of Strength:

Areas for Growth/Recommendations:

As a new teacher, Mr. Idio should be conscious of wait time when he asks questions, especially while students are playing their instruments.

I look forward to talking in the post conference about your time in Caldwell-West Caldwell.

Additional Comments:

Josh Idio Unannounced Observation May 22

2 students- 6th grade

Stated with scales- Mr. Idio played with the students

T: Can someone show me how to play a D flat

Student demonstrated

T: that's right

T: ahhhh we all messed up- look for A flat.

Encouraged students to keep going- named notes as they came back

T: remember that high A flat- same as low A flat. PLay that for me

T: Let's start with the top A flat and go down

T Awesome job!

T; by yourself- do the whole scale by yourself

S: Can we do as it was written

T: Let's do in half notes

T: do you remember what we were doing?

S: it was a duet

T Remember our trick for the repeat

T: let's do 56

S: said what numbers were for homework

T Assigned EE part A and RP part B

T: as playing- good job! And hummed

T: switched- you now do A and you do B

T: ok- let's do it a little faster--Compared to dark avenger

T:while students playing- nice! Awesome work!

S: can we do it really fast?

T: no- maybe the next one

Switched to the next tune

T: how many beats in first measure S: 1

T: discussed what he was going to do- to count

Played with the students

T: great job

Used an instrument- to help with fast air- both students used

T: let's go onto 62

S: we didn't do in class

S: we did for homework

T: have you seen this time signature before- instead of 3 beats- it is 4 beats. That is your E flat scale.

All 3 played- 2 students and Mr. Idio

T: say the notes now F-A-D-F-F (etc....)

Then played again

T: That is a tricky one- that is event tricky for me

Played 3 times

Used the tool again

T: focus once again on that last windmill

Worked with EE- on getting the air in the right spot- using the air flute tool.

T: last time- I think this will be the last song we work on

T:64 say that title for me- sight reading challenge..I will give you a few minutes to look over that notes

Drew notes

And provided acronym

I love eating I love puppies

T: even I am going to sight read with you

T: You guys did better..that is why you have to keep sight reading. Let's do 65 now

S: asked a question (couldn't hear)

T: why don't we say the notes now- move your fingers

Then they played the song again

T: great job!

T: now we are going to play with dynamics- first is piano then is forte..remember about the little tool.

T: play one more time by yourself.

T: let's go on- teacher read song- and said- that's complicated...let's do 67- warm up lullabye.

T: those slurs are now getting longer and longer--- you need to take bigger breaths

Wait time when asking questions

Used the air tool again

T: ignore what it says about the piano-long slurs (breaths)

T: switch (using the tool)

T: let's say the notes

Students and teacher- said the notes together

Teacher pulled up a chair and played with the students T: E do the top part R do the bottom part

T: how many beats?

How many notes
T: did you eat a puppy

S: not the whole thing

Giggled (eating puppies-referred to earlier example on the board)

Switched parts for the song

Focused on 2 measures- let's go a little slower

T: how many times do you play the E

T: nice fast movement

T: switched the parts

T: I ate a puppy

T: number 70- it is another sight reading challenge...ignore incidentals

I will give you 20 seconds to look over the notesT: raise your hand when you are ready...R is ready

T: good job- that this a lot of work for today. I will give you your practice sheets Students filled out Practice sheets and goal

Take full breaths

Play with proper sound

Sub divide rhythm

Play in tune with yourself

Your homework is page 18- #68,71 (new), 72 (new))

Bell rang

| Artifacts | | | | |
|-----------|-------------|-------------|------|---|
| Name | Upload Date | Upload User | File | * |