

# OBSERVATION TOOL

Teacher _____	Date _____			
<b>Key: U...Unsatisfactory    B...Basic    P...Proficient    O...Outstanding</b>				
<b>Domain 1: Planning and Preparation</b>	<b>U</b>	<b>B</b>	<b>P</b>	<b>O</b>
1a. Demonstrates Knowledge of Content and Teaching Methods				
1b. Demonstrates knowledge of Students				
1c. Selects Instructional Goals				
1d. Demonstrates Knowledge of Resources				
1e. Designs Coherent Instruction				
1f. Assesses Student Learning				
<b>Domain 2: Classroom Environment</b>				
2a. Creates an Environment of Respect and Rapport				
2b. Establishes a Culture for Learning by Supporting of Beliefs, Vision, and Mission of Bay City Public Schools				
2c. Manages Classroom Procedures				
2d. Manages Student Behavior				
2e. Organizes Physical Space				
<b>Domain 3: Instruction</b>				
3a. Communicates Clearly and Accurately				
3b. Uses Questioning and Discussion Techniques				
3c. Engages Students in the Learning				
3d. Provides Feedback to Students				
3e. Demonstrates Flexibility and Responsiveness				
<b>Domain 4: Professional and Leadership Responsibilities</b>				
4a. Reflects on Teaching				
4b. Maintains Accurate Records				
4c. Communicates with Families				
4d. Contributes to the School and District				
4e. Grows and Develops Professionalism				
4f. Demonstrates Professionalism				
4g. Supports Building/District School Improvement Initiatives				

cc: Human Resources and BCEA

Form 3A