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| Observation Evidence Collection Tool | Massachusetts Department of Elementary and Secondary Education Logo |

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| Educator—Name/Title: |  |

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| Evaluator—Name/Title: |  |

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| School(s): |  |

Educator Plan:  Self-Directed Growth Plan  Directed Growth Plan

Developing Educator Plan  Improvement Plan\*

Plan Duration:  Two-Year  One-Year  Less than a year

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| --- | --- | --- | --- | --- | --- | --- | --- |
| Observation Number: |  |  | Observation Date: |  |  | Observation Time/Duration: |  |

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| Observation Location (e.g., classroom, grade-level meeting, etc.): |  |

**Intended Observation Focus: higher-order thinking (school focus on rigor)**

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| **Observation Evidence** *What did the educator and students say and do?* | **Aligned Indicator** |
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| **Feedback to the Educator** | |
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Observation Evidence pertains to (check any that apply):

Progress toward attaining student learning goal(s)  Progress toward attaining professional practice goal(s)

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| **Standards and Indicators for Effective Teaching Practice: Rubric Outline** | | | |
| **I. Curriculum, Planning,**  **& Assessment** | **II. Teaching All**  **Students** | **III. Family & Community Engagement** | **IV. Professional**  **Culture** |
| I-A. Curriculum and Planning  I-B. Assessment  I-C. Analysis | II-A. Instruction  II-B. Learning Environment  II-C. Cultural Proficiency  II-D. Expectations | III-A. Engagement  III-B. Collaboration  III-C. Communication | IV-A. Reflection  IV-B. Professional Growth  IV-C. Collaboration  IV-D. Decision-making  IV-E. Shared Responsibility  IV-F. Prof. Responsibilities |