

# Observation Guidelines

The minimum required number of observations is based on licensure status and evaluation scores from the previous year.

## Observing Multiple Domains During One Classroom Visit

Districts may choose to observe the instruction domain during the same classroom visit as either the planning domain or the environment domain.

## Announced vs. Unannounced Visits

At least half of the observations must be unannounced, but it is the district's discretion to have more than half of the observations unannounced.

Educator Licensure Status <sup>1</sup>	Previous Individual Growth or Level of Overall Effectiveness (LOE) <sup>2</sup>	Minimum Required Observations	Minimum Required Observations per Domain	Minimum Number of Minutes per School Year
Practitioner <sup>3</sup>	Levels 1-4	Six (6) domains observed with a minimum of three (3) domains observed in each semester.	3 instruction 2 planning 2 environment	90 minutes
	Level 5	One (1) formal observation covering all domains first semester; two (2) walk-throughs second semester	1 instruction 1 planning 1 environment	60 minutes
Professional	Level 1	Six (6) domains observed with a minimum of three (3) domains observed in each semester.	3 instruction 2 planning 2 environment	90 minutes
	Level 2-4	Four (4) domains observed with a minimum of two (2) domains observed in each semester	2 instruction 1 planning 1 environment	60 minutes
	Level 5	One (1) formal observation covering all domains first semester; two (2) walk-throughs second semester.	1 instruction 1 planning 1 environment	60 minutes

Note: An LEA or charter school using the TEAM model may choose to allow observers to combine domains during classroom observations provided the requisite minimum time, semester, distribution, and notice (announced vs. unannounced) are met.

<sup>1</sup> See Tennessee State Board Policy 5.201, Teacher and Principal Evaluation Policy, for more information. All SBE policies are located at <http://tn.gov/sbe/topic/policies>

<sup>2</sup> LEAs may elect to base pacing on a teacher's previous year individual growth or on level of overall effectiveness pursuant to local policy.

<sup>3</sup> The practitioner status applies to all other non-professional license types such as adjunct, international, and initial licenses, including the apprentice license.