

Suggested Observation Pacing

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

- **Coaching Conversations**—As the school year begins, it is important for evaluators to have a targeted conversation with teachers who scored a 1 on their overall evaluation or individual growth score about the number of required observations and what supports they will receive this year to improve student achievement. These initial coaching conversations should take place before the first official observation of the 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. The observation pacing charts below reflect one possible way domain observations may be combined during classroom visits.

- **Announced vs. Unannounced Visits**—At least half of domains observed must be unannounced, but it is the district’s discretion to have more than half of domains observed unannounced.

	All teachers scoring 1 on overall evaluation or individual growth	Apprentice teachers scoring 2-4 on overall evaluation and neither a 1 nor 5 on individual growth	Professional teachers scoring 2-4 on overall evaluation and neither a 1 nor 5 on individual growth	All teachers scoring 5 on overall evaluation or individual growth
	Beginning of the school year	Beginning of the school year	Beginning of the school year	Beginning of the school year
First Semester	Initial Coaching Conversation			
	1 Unannounced Visit 1 Instruction 1 Environment	1 Unannounced Visit 1 Instruction 1 Environment	1 Announced Visit 1 Instruction 1 Planning	1 Unannounced Visit 1 Instruction 1 Environment 1 Planning
	1 Announced Visit 1 Instruction 1 Planning	1 Announced Visit 1 Instruction 1 Planning		
	End of semester	End of semester	End of semester	End of semester
Second Semester	1 Announced Visit 1 Instruction 1 Planning	1 Announced Visit 1 Instruction 1 Planning	1 Unannounced Visit 1 Instruction 1 Environment	1 Walkthrough
	1 Unannounced Visit 1 Environment	1 Unannounced Visit 1 Environment		1 Walkthrough
	Professionalism Scoring	Professionalism Scoring	Professionalism Scoring	Professionalism Scoring
	End of year	End of year	End of year	End of year