



Observer: Shawn Fondow
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Subject Filter:

Educator: Brady Fossenbell
Current Location: BANAADIR ACADEMY
Due Date:
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Standards 1 & 2

Question/Standard:

Standard 1: Subject Matter

A teacher must understand the central concepts, tools of inquiry, and structures of the disciplines taught and are able to create learning experiences that make these aspects of subject matter meaningful for student needs.

Answer/Evidence:

4 -

Multiple Choice Selection:(s)

1.1 Demonstrates knowledge of the his/her subject matter. (Special Education:1.1 Evidence of understanding the characteristics of disabilities of students' served.Online Learning: 1.1 Demonstrates the ability to create flexible and interactive online learning experiences that can be delivered through multiple approaches.)

1.3 Uses materials, resources and technologies to make subject matter accessible to all students.(Special Education: 1.3. See above. Online Learning: 1.3 Demonstrates mastery of content delivery platform and communication platforms.)

Comments:

You have been able to use your classrooms as a lab to practice what you have learned in your classes. You do a great job scaffolding grade level content to give your students access.

Question/Standard:

Standard 2: Student Learning

A teacher must understand how students learn and develop and must provide learning opportunities that support a student's intellectual, social, and personal development.

Answer/Evidence:

4 -

Multiple Choice Selection:(s)

Comments:

The students are participating in the learning throughout the lesson. There is a lot of opportunity for interacting with the content. The students fix their own work independently, do it together by listening and speaking, and continue on to write. Lots of opportunity to work with language.

Standards 3, 4 & 5

Question/Standard:

Standard 3: Diverse Learners

A teacher must understand how students differ in their approaches to learning and create instructional opportunities that are adapted to students with diverse backgrounds and exceptionalities.

Answer/Evidence:

4 -

Multiple Choice Selection:(s)

3.1 Understands cultural and community diversity; knows how to learn about and incorporate a student's experiences, cultures, and community resources into instruction.(Special Education: See above Online Learning: See above)

3.2 Understands that all students can, and should, learn at the highest possible levels; persists in helping all students achieve success.(Special Education: See above. Online Learning: 3.2 Creates various pathways for concept mastery 3.2 Content and assessments are aligned to various learning styles)

Comments:

You believe all students can learn and push them to do so. You give them the opportunity to succeed by providing the tools they need.

You understand where are students come from as well or better than any non Somali on staff.

Your work on Somali word of the week has done a lot to enhance school culture.

Question/Standard:

Standard 4: Instructional Strategies

A teacher must understand and use a variety of instructional strategies to encourage student development of critical thinking, problem solving, and performance skills.

Answer/Evidence:

4 -

Multiple Choice Selection:(s)

4.1 Understands principles and techniques, as well as advantages and limitations, associated with various instructional strategies.(Special Education: 4.1 Materials and instruction are suitable to the student's instructional level. Online Learning: 4.1 Demonstrates awareness of universal design.)

4.2 Enhances learning through the use of a variety of materials and technological resources.(Special Education: 4.2 Communicates required accommodations and modifications with general education staff on a regular basis 4.2 Collaborates with general education staff on concepts of accommodations and modifications. Online Learning: 4.2 Creates and modifies engaging content assessments in the online learning platform 4.2 Engages students with instructional strategies and appropriate synchronous tools.)

Comments:

Independent work

Group work

Back to individual work

Students work to correct grammatical errors from their own writing. Connects the content back to them.

Editing their own work > Great tool to help with the editing process. Also great to have two sets of eyes on the piece of writing.

Question/Standard:

Standard 5: Learning Environment

A teacher must be able to use an understanding of individual and group motivation and behavior to create learning environments that encourage positive social interaction, active engagement in learning, and self-motivation.

Answer/Evidence:

3 -

Multiple Choice Selection:(s)

5.1 Plans opportunities for students that are educational and promote positive social interaction.(Special Education: 5.1 Develops and collaborates with general education staff to implement behavior intervention strategies and behavior intervention plans. Online Learning: 5.1 Creates and facilitates an environment that supports frequent teacher-student, student-student, and teacher-parent interaction through learning activities and instructional opportunities.)

5.4 Manages student behavior by using effective strategies.

Comments:

Having students work together to edit work is great way to promote positive social interaction.

Creating teams for the class dojo is a good way to get the students to self police.

Students do a nice job of being on task once they have an activity to do. They struggle to stay ob task while you are in front of the room teaching. Use more wait time or immediate feedback to enforce your expectations. None of the students were outright disrespectful. But none of the students heard every word you said either.

Standards 6 & 7

Question/Standard:

Standard 6: Communication

A teacher must be able to use knowledge of effective verbal, nonverbal, and media communication techniques to foster active inquiry, collaboration, and supportive interaction in the classroom.

Answer/Evidence:

4 -

Multiple Choice Selection:(s)

6.1 Teacher uses a variety of presentation styles and discussion techniques to engage learners of multiple learning styles.(Special Education: 6.1 Demonstrates the ability to work with students across disability areas. Online Learning: 6.1 See above)

6.3 Develops and maintains a high level of rapport and communication with students and families.(Special Education: 6.3 When hosting an IEP meeting, the case manager consistently has the following items present: agenda, sign in sheet, procedural safeguards, third party billing forms. Online Learning: 6.3 Models effective communication skills for students through a variety of communication tools 6.3 Teacher responds to parent and student requests within 24 hours.)

Comments:

You work hard to praise positive behaviors. You praised 6 students before awarding 2 of them with star of the day prizes. You move throughout the room to show each of the students that you care about the work they are doing. This rapport has built trust that you are able to use to get work out of your students.

Question/Standard:

Standard 7: Planning Instruction

A teacher must be able to plan and manage instruction based upon knowledge of subject matter, students, the community, and curriculum goals.

Answer/Evidence:

4 -

Multiple Choice Selection:(s)

7.1 Modifies instructional plans to adjust for student needs.(Special Education: 7.1 See above. Online Learning: 7.1 Instruction is chunked or grouped to facilitate student understanding of the content.)

7.3 Plans instruction using contextual considerations that bridge curriculum and student experiences.(Special Education: 7.3

See above. Online Learning: 7.3 Creates lessons containing appropriate visual, audio and multi-media activities that align with the content to enhance learning.)

Comments:

Your plan is complete. You know your student's skill level and you push them to push past it. Your planning allows you to be efficient with time in the classroom. Having a strong plan, and routine keeps your students successful.

Standards 8 & 9

Question/Standard:

Standard 8: Assessment

A teacher must understand and be able to use formal and informal assessment strategies to evaluate and ensure the continuous intellectual, social, and physical development of the student.

Answer/Evidence:

4 -

Multiple Choice Selection:(s)

8.1 Monitors student performance through formal and informal assessments.(Special Education: 8.1 Demonstrates ability to participate in the compressive evaluation process. 8.1 Completes Transitions assessments when necessary. 8.1 Completes Functional Behavior Assessments when necessary. 8.1 Demonstrates an awareness of cultural considerations within the assessment process. Online Learning: 8.1 Assessments including multiple methods.)

8.2 Uses specific work samples to assess and record student progress. (Special Education: 8.2, 8.4 Completes regular written progress reports within time lines. Online Learning: 8.2 Utilizes rubrics and written rationale for grading, and provides this in feedback to students.)

8.3 Establishes and maintains student records of work and performance.(Special Education: 8.3 Completes evaluations and IEPs within time lines. 8.3, 8.4 Evaluations result in learner based needs which are aligned with IEP goals and services. Online Learning: 8.3 See above.)

Comments:

You use work samples in the classroom with your students.

Intake and ACCESS assessments are complete. You trained much of your team on the WAPT.

Action research with data changed the instructional model in one of our classes.

Question/Standard:

Standard 9: Reflection and Professional Development

A teacher must be a reflective practitioner who continually evaluates the effects of choices and actions on others, including students, parents, and other professionals in the learning community, and who actively seeks out opportunities for professional growth.

Answer/Evidence:

4 -

Multiple Choice Selection:(s)

9.1 Understands the role of reflection and assessment in a continuous learning process.(Special Education: 9.1 See above. Online Learning: 9.1 Teacher uses formal and informal assessments of teaching effectiveness to formulate professional development plans, instruction and course improvement throughout the school year 9.1 Teacher uses course completion and observation data to evaluate course accuracy and instructional strategies.)

9.2 Collaboratively uses professional colleagues within the school and other professional arenas to support reflection, problem-solving, and new ideas; actively sharing experiences, seeking, and giving feedback.(Special Education: 9.2 Displays a comprehensive understanding of directing the work of the paraprofessionals. Online Learning: 9.2 Teacher actively participates in Professional Learning Communities face-to-face and online as structured by the school 9.2 Participates in professional development act)

9.3 Makes a concerted effort to challenge negative attitudes and helps ensure that the school community is strong and able to withstand change.(Special Education: 9.3 See above. Online Learning: 9.3 See above)

Comments:

Reflection and collaboration led to the creation of the newcomer classrooms. You work hard to make BA a better place for students to learn.

Standard 10

Question/Standard:

Standard 10: Collaboration, Ethics, and Relationships

A teacher must be able to communicate and interact with parents or guardians, families, school colleagues, and the community at large to support student learning and well-being.

Answer/Evidence:

4 -

Multiple Choice Selection:(s)

- 10.1 Works with colleagues and families to create solutions that improve the effectiveness of the school.(Special Education: 10.1 Evidence of consultation with general education colleagues for to problem solve and program for students. Online Learning: 10.1 See above.)
- 10.2 Works collaboratively with colleagues (shares expertise and requests help in areas where assistance is needed)(Special Education: 10.2 Evidence of collaboration with families throughout the IEP process; teacher invites parental input and feedback as a contributing member of the IEP team. Online Learning: 10.2 See above)
- 10.3 Establishes productive relationships with parents and guardians in support of student learning and well-being.(Special Education: 10.3 Knowledgeable about related services for students on caseload.10.3 Communicate with and schedules related service providers to meet students' needs. 10.3 Replies to student related inquires in a timely manner. Online Learning: 10.3 Establishes and communicates expectations for student behavior that ensure appropriate student use of the internet, netiquette)
- 10.4 Works collaboratively with MTS in following policies and procedures.(Special Education:10.4 Evidence of adherence to laws protecting student confidentiality. Online Learning: 10.4 Teacher models and complies with online fair use standards and intellectual property policies.)

Comments:

Your work at BA has made it a better place. From Reading Buddies to the Newcomer Classroom, you will have left a legacy at Banaadir Academy. I appreciate all the work you have done to make this a great school. I hope to find someone half as driven and skilled as you are to sit in your desk next year.

Thank you!

Score:

Overall Rating = N/A

Average Score = 3.90

Total Score = 3.9

Notes:

N/A

Instructions:

N/A

Feedback:

N/A

Signatures:

Educator: Brady Fossenbell

Date

Observer: Shawn Fondow

Date