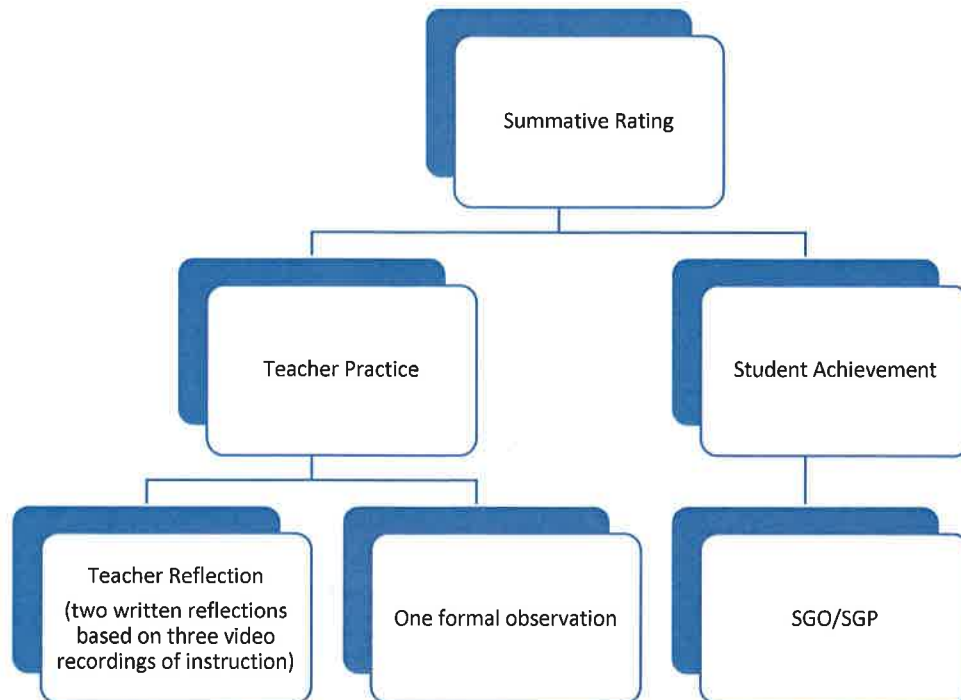


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Optional Video Reflection Process for Teachers Rated Highly Effective in the Previous School Year



- Teachers will be observed by an administrator for one 20-minute observation;
- Teacher will video her/himself teaching at least three times during the school year; teacher may use a video camera, an iPad or personal phone; teachers are not required to share the video with anyone, but may if they so choose; Parents must be notified that teacher will be video recording in the classroom;
- Teacher is encouraged to record three small video chunks (eight to ten minutes) rather than a full-period lesson;
- The focus of the video should be connected to either a specific component from the Marshall rubric, a specific teaching strategy, or a practice the teacher wants to improve;
- Teacher must watch the video recorded lessons with a precise focus question (such as, "How effectively do I use questioning and discussion techniques?") and write a brief reflection (about a paragraph long) to identify areas of strength and ways in which he/she would like to improve;
- Teacher will meet with an administrator twice during the year to discuss the brief written reflections and will identify what action he/she will take toward professional growth in teaching;
- Teacher will receive one rating at the end of the year for the video reflection (using a rubric) and this will be averaged with one rating from the twenty-minute observation to determine a rating for the Teacher Practice component of the summative rating.

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- Teachers rated highly effective may choose the Video Reflection option for up to two academic years in a row, but then must return to the traditional observation process.