

AN OBSERVATION IS –

- The opportunity to view educator practice and collect data to evaluate performance. Evidence collected during observations help educators clarify strengths and identify areas for growth.

Which educators are required to have observations conducted as part of the West Virginia Educator Evaluation System?

- Observations within the evaluation system are designed for educators on the Initial and Intermediate Levels of Progression.
- Educators on all progressions, as well as School Counselors, may request to be observed by their evaluator.
- Per WV Policy 5310, an evaluator maintains the right to perform an observation with any educator whenever deemed necessary by the evaluator.

How many observations are required for educators on the Initial and Intermediate Levels of Progression?

- Educators on the Initial Level of Progression are observed a minimum of four (4) times during each school year. Two (2) of the observations will be scheduled with the educator and will be conducted during an instructional activity.
- Educators on the Intermediate Level of Progression are observed a minimum of two (2) times during each school year. One (1) of the observations will be scheduled with the educator.
- Educators on the Advanced Level of Progression are not required to be observed, but may request an observation from their evaluator when desired.

What is the minimum length of time an observation must last?

- Observations are required to last the length of one lesson, but not less than thirty (30) minutes in length.

How is data from observations recorded within the Educator Evaluation System?

- The vast majority of West Virginia educators will complete all components of the Educator Evaluation System, including the Observation component, through the WVEIS on the Web online system. Only educators in specific circumstances will use the equivalent alternate evaluation methods. Please contact your employing district central office if you need clarification as to which method you will use.
- Evaluators have the capacity to input data collected during an observation directly into the online evaluation system.

Is the educator given an opportunity to review the results of an observation?

- Yes. Evaluators are required to schedule a conference with an educator within ten (10) days of an observation. Educators and evaluators exchange reflection and feedback regarding the observation, and identify strategies and recourses. They likewise review any additional/new data collected during the observation at the conference.

How is observation data ultimately used with the Educator Evaluation System?

- Data accumulated as part of an observation is considered and used as evidence in the determination of the summative performance rating at the conclusion of the school year.