

NCEES: Questions for Post-Observation Conference and Summative Evaluation

STANDARD 1: Teachers demonstrate leadership

ELEMENT A: Teachers lead in their classrooms.

- What does Globally Competitive mean in your classroom?
- How are you preparing students for 21st century?
- What data sources do you use?
- How do you know your students are progressing?
- How do students feel empowered in your classroom?

ELEMENT B: Teachers demonstrate leadership in the school.

- What are the goals of the school improvement plan?
- What are you doing to address our school improvement plan goals within the scope of your work?
- What do you do to participate and/or lead within your Professional Learning Community?

ELEMENT C: Teachers lead the teaching profession.

- Are you proactive or reactive? How do you know?
- How do you contribute to a positive working and learning environment?
- How do you collaborate with your colleagues?

ELEMENT D: Teachers advocate for schools & students.

- How do you advocate for students?
- How do you advocate for your school?
- What would you do if you heard a colleague or member of the community making negative comments about the school?
- What solutions have you brought to our school?
- What initiatives do you support in education?

ELEMENT E: Teachers demonstrate high ethical standards.

- How do you demonstrate ethical behavior through adherence to the Code of Ethics for North Carolina Educators and the Standards for Professional Conduct?
- How do you ensure that you communicate ethical principles to those around you?

STANDARD 2: Teachers establish a respectful environment for a diverse population

ELEMENT A: Provides an environment that is inviting, respectful, supportive, inclusive and flexible.

- How do you ensure that students feel welcome and respected in your classroom? How do you know your technique is working?
- How do you ensure that all students are included in your lesson?
- How are you flexible when meeting student needs?

ELEMENT B: Embraces diversity in the school community and in the world.

- How do you keep yourself up to date with global issues?
- What are the cultural backgrounds of your students, and do you use this knowledge to prepare your lessons?
- What techniques do you use to incorporate different points of view in your lessons and your classroom?

ELEMENT C: Treats students as individuals.

- What are your expectations of your students?
- How do they know your expectations?
- How do you build relationships with your students?
- How do students know that you value their contributions to the lesson?

ELEMENT D: Adapts teaching for the benefit of students with special needs.

- What specialists do you collaborate with to ensure all students succeed?
- How do you engage resistant students?
- How do you know you are meeting students' learning needs?

ELEMENT E: Works collaboratively with families and significant adults in the lives of their students.

- What types of communication do you use to inform parents/families?
- What creative ways do you involve parents?
- How do you build relationships with the community?

STANDARD 3: Teachers know the content they teach

ELEMENT A: Teachers align their instruction with the NCSCS.

- How do you make your curriculum rigorous?
- How do you know your lessons are relevant to your students?
- What literacy skills do you integrate into your curriculum on a regular basis?

ELEMENT B: Teachers know the content appropriate to their teaching specialty.

- How do you stay informed of your content area?
- How do you inspire students' curiosity into your lessons/ subjects?
- What evidences do you have that you inspire students beyond the classroom?

ELEMENT C: Teachers recognize the interconnectedness of content areas/disciplines.

- How do you vertically align your instruction?
- What other subjects were integrated into the lesson?
- What global competencies were in the lesson?
- How do you promote global awareness?

ELEMENT D: Teachers make instruction relevant to students.

- What 21st century skills were included in the lesson (leadership, ethics, accountability, adaptability, personal productivity, personal responsibility, people skills, self-direction, social responsibility)?
- How do you ensure 21st century content is integrated (global awareness and financial, economic, business and entrepreneurial literacy; civic literacy and health awareness)?
- What activities supported students to make their own connections with the lesson materials and information?

STANDARD 4: Teachers facilitate learning for their students

ELEMENT A: Teachers know the ways in which learning takes place, and they know the appropriate levels of intellectual, physical, social, and emotional development of their students.

- How do you prepare to differentiate instruction in your class?
- What data do you use to differentiate your instruction?
- How did you adapt resources for this lesson to address strengths and weaknesses of your students?

ELEMENT B: Teachers plan instruction appropriate for their students.

- With whom do you collaborate to plan lessons?
- What data do you use for planning?
- How do you know your students are engaged in learning?
- How will you modify this lesson for the next time you teach it?
- How do you prepare for cultural diversity and learning needs of your students?

ELEMENT C: Teachers use a variety of instructional methods.

- How did you choose your instructional materials for the observed lesson?
- What learning styles do you have in the class? How do you know (inventory)?
- What do you consider communication technology?
- What is your evidence of differentiation?



ELEMENT D: Teachers integrate and utilize technology in their instruction.

- What do you consider appropriate technology enhanced instruction?
- How do your students use technology to think critically and solve problems?

ELEMENT E: Teachers help students develop critical-thinking and problem-solving skills.

- How is this lesson part of a bigger unit of study where students solve a problem or generate a solution?
- How do you ensure that students are developing critical thinking skills?

ELEMENT F: Teachers help students work in teams and develop leadership qualities.

- How do you group students? How often do you re-group students?
- What data or reasoning did you use during the observed lesson to group students?
- How do you determine leaders in the groups? And in the class?
- How do you ensure students' acquisition of leadership skills?

ELEMENT G: Teachers communicate effectively.

- Which non-traditional platforms for communication do you use (wikis, blogs, social media)?
- How are you meeting all learning styles when teaching?
- How do you use your website to support students and your instruction?

ELEMENT H: Teachers use a variety of methods to assess what each student has learned.

- What types of formative assessment do you use?
- What types of summative assessment do you use?
- If 25% of your students fail a test, what do you do?



STANDARD 5: Teachers reflect on their practice

ELEMENT A: Teachers analyze student learning.

- What student performance data do you use to improve instruction?
- How will you improve this lesson?
- What research do you use to guide your reflective practice as a teacher?

ELEMENT B: Teachers link professional development growth to their professional goals.

- How do you decide what professional development you attend?
- How do you apply and implement knowledge and skills attained from professional development?
- How do you ensure that the professional development that you attend has a positive effect on student achievement?
- What are your Professional Development Plan (PDP) goals for this year?
- How are you progressing towards meeting your PDP goals?

ELEMENT C: Teachers function effectively in a complex, dynamic environment.

- What new instructional strategies have you tried recently?
- How do you determine changes you implement in your instruction?
- Do you use research to guide change in your instruction?
- How do you ensure your effectiveness as an educator?

