

## **STAFF COMMUNICATION**

**To:** Santa Rosa City Schools Staff  
**From:** SRCS  
**Date:** October 26, 2018  
**Re:** **Non-Evaluative Classroom Observations**

Teachers and principals are the two of the most important factors in student learning and achievement. One role of the principal is to know what teaching and learning looks like in individual classrooms and across a school through non-evaluative classroom observations. This provides opportunities to plan time and resources needed for teachers to be supported in their work.

Principals also need to be supported in their leadership practice in observing instruction to plan for professional development that supports student learning. One way to do this is visiting classrooms with a member of the leadership (including the Superintendent, Assistant Superintendents, and Directors) team.

Following the observation, the group might discuss areas of the visitation focus like the classroom environment, student engagement, and learning outcomes. They might also look for patterns and trends in instruction by grade level and content. This helps establish potential next steps to support principal leadership and professional development at a site and district level.

*Please know that we know there is no “perfect lesson” or “perfect classroom”. We are proud of the good work going on in our district because of the commitment and expertise of our teachers and staff. Yet, we recognize that having visitors in the room can cause some level of stress for some teachers. Rest assured that these observations and visits are truly intended as a way for us to best support our staff.*

We look forward to learning with you and from you. We would expect that the principal would share with individual teachers and the entire staff, celebrations of the good work happening and any observations from the visit.

**This communication was written, shared and extensively revised in consultation with SRTA Board President Will Lyon and SRTA Lead Negotiator Kathryn Howell during our weekly SRCS-SRTA Collaboration meetings to provide clarity to teachers about the observation PROCESS. SRTA did not co-construct the IDEA of classroom observation.**

Questions regarding observations can be addressed to:

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