

# Using the Teacher Observation Tool Rating Guide

This following information provides observers with *how-to guidance* when using the Teacher Observation Tool Rubric to rate each item on the Cognia Teacher Observation Tool. The rubric consists of three factors by which each item on the observation tool is scored using a four-point Likert Scale. The three factors are *Implementation of Practices*, *Authenticity of Practices*, and *Effect on Learners*. The four-point Likert Scale is *Very Evident* (4), *Evident* (3), *Somewhat Evident* (2), and *Not Evident* (1).

Factors to consider when using this tool	Very Evident (4)	Evident (3)	Somewhat Evident (2)	Not Evident (1)
<b>Implementation of Practices</b>	Practices are fully implemented.	Practices are mostly implemented.	Practices are minimally implemented.	Implementation of practices is not evident.
<b>Authenticity of Practices</b>	Practices are fully embedded into the classroom environment.	Practices are mostly embedded into the classroom environment.	Practices are implemented but not embedded into the classroom environment.	Authenticity of practices is not evident.
<b>Effect on Learners</b>	Practices consistently affect all learners.	Practices consistently affect most learners.	Practices consistently affect some learners.	Effect on learners is not evident.

## Rubric Factors and Descriptors

Each item on the observation tool is to be assessed against each factor on the rubric and the degree each item is *Evident* during the 20-minute observation. The following is a high-level overview of each factor and possible descriptors that observers may consider when determining each factor's rating. The descriptors are examples that help observers understand a particular factor on the rubric and are not an exhaustive list of descriptors. Observers should use the professional knowledge gained from the training on this tool and their professional judgment to determine the final item rating.

- *Implementation of Practices* refers to the extent to which a teacher implements each observable action with quality, fidelity, and rigor.
  - The teacher adjusts actions or practices to meet learners' needs.
  - The teacher demonstrates a deep understanding of best practices.
  - The teacher demonstrates the ability and wisdom to change actions or practices based on learners' cues.
- *Authenticity of Practices* refers to the extent to which a teacher embeds each observable action in the classroom environment.
  - The practices appear familiar to the learners.
  - The practices appear to occur regularly rather than sporadically.
  - The practices are regular, effective, and meet the needs of learners.
- *Effect on Learners* refers to the extent to which a teacher's practice(s) influence the learners in the classroom.
  - The learners respond positively.
  - The learners make adjustments.
  - The learners participate/engage in learning.

