Teacher Practice and Lesson Observation Feedback Template
Proficient Teaching Standards

Teacher:		Observer:		Date:		Class:	
Lesson Focus:				**Lesson Plan Viewed:**		☐ Yes ☐ No	
Pre-Observation Discussion:			**Accreditation Stage:**		☐ Proficient (TRA) ☐ Proficient (maintenance) ☐ _____		

#	Standards and Descriptors	Evidence of Standard and Descriptor/s	Comments and Feedback
1	**Know students and how they learn**		*How was this demonstrated? Why was it used? Impact or result?*
1.1.2	**Use teaching strategies based on knowledge of students' physical, social and intellectual development and characteristics to improve student learning.**	☐ Lesson observation notes recording the teacher modifying manner and/or appropriate level of language to suit the developmental stages of students ☐ Lesson observation notes and discussion about lesson content and structure that demonstrate their link to identified students' physical, social and intellectual development and characteristics ☐ Other:	**Example** (*delete for actual observation*): XXX used a range of metalanguage specific to the KLA content during the lesson. The language choices were diverse to ensure students with a range of abilities could access the terms. Students displayed an understanding of new metalanguage through their correct application of the terms during class discussion.
1.2.2	**Structure teaching programs using research and collegial advice about how students learn.**	☐ Other:	
1.3.2	**Design and implement teaching strategies that are responsive to the learning strengths and needs of students from diverse linguistic, cultural, religious and socioeconomic backgrounds.**	☐ Lesson observation notes or documented reflections that record how the teaching strategies designed and implemented by the teacher have assisted students to meet the learning goals of the lesson. ☐ Lesson observation notes and discussion about lesson content and structure that demonstrate strategies appropriate for the linguistic, cultural and religious socioeconomic backgrounds of the students ☐ Post – observation meeting notes that include discussions as to how the teacher has used her or his knowledge of the learning strengths and needs of his or her students to inform the design of their teaching strategies so as to promote student learning. ☐ Other:	
1.4.2	**Design and implement effective teaching strategies that are responsive to the local community and cultural setting, linguistic background and histories of Aboriginal and Torres Strait Islander students.**	☐ Lesson observation notes and discussion about effective teaching strategies that have been modified to reflect the learning needs and histories of Aboriginal and Torres Strait Islander students ☐ Lesson observation notes and discussions about management of student behaviour that is sensitive to Aboriginal and Torres Strait Islander students and communities ☐ Other:	

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1.5.2	**Develop teaching activities that incorporate differentiated strategies to meet the specific learning needs of students across the full range of abilities.**	□ Lesson observation notes and discussions about the use of a variety of appropriate resources that address and support different learning needs □ Lesson observation notes and discussions about management of student behaviour that is cognisant of the specific learning needs across the full range of abilities □ Other:	
1.6.2	**Design and implement teaching activities that support the participation and learning of students with disability and address relevant policy and legislative requirements.**	□ Lesson observation notes that record how the teaching strategies designed and implemented by the teacher have been adjusted to support the learning needs of individual students with disability □ Other:	
2	**Know the content and how to teach it**		*How was this demonstrated? Why was it used? Impact or result?*
2.1.2	**Apply knowledge of the content and teaching strategies of the teaching area to develop engaging teaching activities**	□ Lesson observation notes about lesson content, structure and teaching strategies that demonstrate teacher knowledge and student engagement □ Lesson observation notes or documented reflections about content, strategies and activities used specific to the learning context □ Other:	
2.2.2	**Organise content into coherent, well-sequenced learning and teaching programs.**	□ Discussion and/or lesson observation notes of the teacher presenting content in a coherent, well-sequenced learning and teaching program □ Lesson observation and/or discussion notes which show that the teacher adheres to timelines and the sequence of the program □ Other:	
2.3.2	**Design and implement learning and teaching programs using knowledge of curriculum, assessment and reporting requirements.**	□ Lesson observation notes and discussion which shows that the teacher conforms to curriculum, assessment and reporting requirements □ Other:	
2.4.2	**Provide opportunities for students to develop understanding of and respect for Aboriginal and Torres Strait Islander histories, cultures and languages.**	□ Lesson observation notes and discussion about lesson content and structure where the aim of the lesson was to develop student understanding of and respect for Aboriginal and Torres Strait Islander histories, cultures or languages □ Other:	
2.5.2	**Apply knowledge and understanding of effective teaching strategies to support**	□ Lesson observation notes and discussion about lesson content and structure which show the teacher's knowledge, understanding,	

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	students' literacy and numeracy achievement.	and/or teaching strategies to support ☐ students' literacy and /or numeracy achievement ☐ Lesson observation notes, emails, records of discussion, file notes, participation in blogs which show the teacher having worked collaboratively with external support, such as ESL teachers and support teachers to meet student literacy and/or ☐ numeracy needs ☐ Other:	
2.6.2	Use effective teaching strategies to integrate ICT into learning and teaching programs to make selected content relevant and meaningful.	☐ Lesson observation notes, reflection and discussion about the integration of ICT into lesson content and structure ☐ Other:	
3	**Plan for and implement effective teaching and learning**		*How* was this demonstrated? *Why* was it used? *Impact* or *result*?
3.1.2	Set explicit, challenging and achievable learning goals for all students.	☐ Lesson observation notes and/or discussion where the teacher articulates high yet realistic and measurable goals and what steps are to be taken in order to achieve them, so students understand the direction and expectations of the lesson ☐ Lesson evaluation notes where the teacher evaluates the lesson based on the level of achievement of goals ☐ Other:	
3.2.2	Plan and implement well-structured learning and teaching programs or lesson sequences that engage students and promote learning.	☐ Lesson observations notes and discussion records of lesson content and structure which show planning and implementation of well-structured learning and teaching programs or lesson sequences ☐ Lesson observation notes and discussion records of lesson content and structure which show students are engaged in interesting lessons ☐ Other:	
3.3.2	Select and use relevant teaching strategies to develop knowledge, skills, problem solving and critical and creative thinking.	☐ Lesson observations notes and discussion records of lesson content and structure which show that the teacher has selected a range of appropriate teaching strategies ☐ Lesson observation notes and discussion records that show how the teacher has used a variety of group structures to develop knowledge, skills, problem solving, creative and critical thinking and collaboration ☐ Other:	

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3.4.2	Select and/or create and use a range of resources, including ICT, to engage students in their learning.	□ Lesson observation notes and discussion records that show that the teacher has selected, created and used a range of resources, including ICT, to engage students in their learning □ Other:	
3.5.2	Use effective verbal and non-verbal communication strategies to support student understanding, participation, engagement and achievement.	□ Lesson observation notes and discussion records about the teacher's interaction with students that show that the teacher has used effective verbal and non-verbal communication strategies in the classroom to support student understanding, □ participation, engagement and achievement, including responding positively and inclusively to all students □ Lesson observation notes which show that the teacher models use of grammatically acceptable and precise language, explains and uses appropriate terms for the level and stage, uses voice effectively and uses a mixture of oral and visual communication strategies □ Lesson observations of the teacher using effective questioning and/or discussion techniques, including a variety of questions at appropriate levels and encourages risk-taking and prepares students for discussion □ Lesson observations which show that the teacher models respect and praises contributions □ Other:	
3.6.2	Evaluate personal teaching and learning programs using evidence, including feedback from students and student assessment data, to inform planning.	□ Lesson observation notes and discussion about interactions with students, the classroom/learning environment, lesson content and structure and communication strategies □ Lesson observation notes and discussion about the teacher's modelling of respect, rapport, work ethic, politeness and positive language and tone when dealing with students, colleagues and parents/carers □ Lesson observation notes and/or annotated class roll to display awareness of students' needs and backgrounds □ Lesson observation notes that show acknowledgement and value for student responses and inclusive distribution of questions around the class so that all can participate, including use of further questions to draw out answers from reluctant students □ Other:	

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3.7.2	**Plan for appropriate and contextually relevant opportunities for parents/ carers to be involved in their children's learning.**	☐ Lesson plans or lesson observations which show how parents/carers' skills, knowledge and expertise have been used in accordance with school protocols to enhance teaching and learning programs ☐ Other:	
4	**Create and maintain supporting and safe learning environments**		*How was this demonstrated? Why was it used? Impact or result?*
4.1.2	**Establish and implement inclusive and positive interactions to engage/support all students in classroom activities**	☐ Other:	
4.2.2	**Establish and maintain orderly and workable routines to create an environment where student time is spent on learning tasks.**	☐ Lesson observations, notes and discussion of observed routines ☐ Lesson observations, notes/discussion of time spent on learning ☐ Observed implementation of classroom management strategies ☐ Other:	
4.3.2	**Manage challenging behaviour by establishing and negotiating clear expectations with students and addressing discipline issues promptly, fairly and respectfully.**	☐ Lesson observations, notes and discussion which show clear evidence of student understanding of expectations and consequences ☐ Lesson observations and discussion notes recording interactions with students ☐ Lesson observation of content and structure demonstrating proactive classroom management that addresses issues quickly, fairly and respectfully ☐ Lesson observation of strategies for managing student behaviour ☐ Other:	
4.4.2	**Ensure students' wellbeing and safety within school by implementing school and/ or system, curriculum and legislative requirements.**	☐ Lesson observations showing that the teacher implements safety procedures in the classroom ☐ Lesson plans, observations, notes correspondence or reflections that show implementation of school discipline and welfare policies and positive welfare and classroom practices which reflect school policies ☐ Other:	
4.5.2	**Incorporate strategies to promote the safe, responsible and ethical use of ICT in learning and teaching.**	☐ Classroom observation notes which show explicit teaching and learning strategies to promote safe, responsible and ethical use of ICT in learning and teaching (for example, awareness of cyber bullying, harassment, appropriate use of text messaging, plagiarism, referencing conventions and academic honesty) ☐ Other:	

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5	**Assess, provide feedback and report on student learning**		*How was this demonstrated outside of the classroom in teacher practice? Why was it used? Impact or result?*
5.1.2	**Develop, select and use informal and formal, diagnostic, formative and summative assessment strategies to assess student learning.**	*Notes from observation of teacher relating to assessment:*	
5.2.2	**Provide timely, effective and appropriate feedback to students about their achievement relative to their learning goals.**	*Notes from observation of teacher relating to assessment:*	
5.3.2	**Understand and participate in assessment moderation activities to support consistent and comparable judgments of student learning.**	*Notes from observation of teacher relating to assessment:*	
5.4.2	**Use student assessment data to analyse and evaluate student understanding of subject/content, identifying interventions and modifying teaching practice.**	*Notes from observation of teacher relating to assessment:*	
5.5.2	**Report clearly, accurately and respectfully to students and parents/carers about student achievement, making use of accurate and reliable records.**	*Notes from observation of teacher relating to assessment:*	
6	**Engage in professional learning**		*How was this demonstrated outside of the classroom in teacher practice? Why was it used? Impact or result?*
6.1.2	**Use the Australian Professional Standards for Teachers and advice from colleagues to identify and plan professional learning needs.**	*Notes from observation of teacher relating to professional learning:*	
6.2.2	**Participate in learning to update knowledge and practice, targeted to professional needs and school and/or system priorities.**	*Notes from observation of teacher relating to professional learning:*	

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6.3.2	Contribute to collegial discussions and apply constructive feedback from colleagues to improve professional knowledge and practice.	*Notes from observation of teacher relating to professional learning:*	
6.4.2	Undertake professional learning programs designed to address identified student learning needs.	*Notes from observation of teacher relating to professional learning:*	
7	**Engage professionally with colleagues, parents/carers and the community**		*How was this demonstrated outside of the classroom in teacher practice? Why was it used? Impact or result?*
7.1.2	Meet codes of ethics and conduct established by regulatory authorities, systems and schools.	*Notes from observation of teacher relating to parent and community involvement:*	
7.2.2	Understand the implications of and comply with relevant legislative, administrative, organisational and professional requirements, policies and processes.	*Notes from observation of teacher relating to parent and community involvement:*	
7.3.2	Establish and maintain respectful collaborative relationships with parents/ carers regarding their children's learning and well- being.	*Notes from observation of teacher relating to parent and community involvement:*	
7.4.2	Participate in professional and community networks and forums to broaden knowledge and improve practice.	*Notes from observation of teacher relating to parent and community involvement:*	

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Feedback and Reflection

Overall Feedback from Observer:

Teacher Reflection:

What am I going to take from this?

| Teacher signature: | Date: | Observer signature: | Date: |