

Unannounced Formal Observations

And why we oppose them for Baltimore Teachers

During the May 21st Policy Committee Meeting the proposal for Board Regulation GCO-RD was presented. It is the administrative regulation for Formal Observation of Teacher-Level Certificated Employees. The district claims the current observation system does not reflect a teacher's day-to-day performance. This regulation allows for significantly less evaluator/teacher interactions. For Example, pre-observation and post-observation conferences will not be held, evaluation scores can be sent through email, and perhaps most shockingly,

ALL¹ FORMAL OBSERVATIONS WILL BE UNANNOUNCED

Our Teaching Conditions are Our Students' Learning Conditions

Would you evaluate your students without their prior knowledge? No.

Studies conducted in K-12 classrooms show that increasing accountability efforts, such as adding "surprise" formal observations that impact teacher salary, is not necessarily effective and even has unintended, negative consequences by reducing teacher self-efficacy and harming relationships between teachers and students (Valli and Buese²).

Don't Let Them Steamroll Teachers



99.4% of the over 500 teachers surveyed by our BTU are opposed to unannounced formal observations. Jessica Papia, Director of Employee Effectiveness, told building reps at the union BR Retreat that they have received "stark" feedback from teachers. [The board needs to hear from YOU](#)

Show Up, Speak Out

Our Baltimore Teachers Union opposes this policy but we need all teachers' support! There are two opportunities to speak out before the Baltimore City Board of School Commissioners votes on this regulation. Both opportunities are at District Headquarters, 200 E. North Avenue, 21202 in the 1st Floor Board Room:

- August 15- Open Work Session, 5:30 PM – 7:30 PM (this is a direct discussion with the school board)
- August 27- School Board Meeting, 5:00 PM (this is the vote- please arrive early to sign up for public comment)

¹ First year teachers will have their first observation announced.

² Valli, L., & Buese, D. (2007). The changing roles of teachers in an era of high-stakes accountability. American Educational Research Journal, 44(3), 519-558.