

CMCSS Substitute Performance Feedback

Observer: _____

Substitute Teacher: _____

Assignment Details: _____

Date: _____

1. Instruction

- ☐ Follows lesson plans appropriately
- ☐ Expectations for student performance are clear
- ☐ Learning Objectives are communicated (daily target)
- ☐ Accurate delivery of material
- ☐ Asks a variety of questions
- ☐ Provides academic feedback throughout instruction
- ☐ Corrects any misconceptions
- ☐ Actively involves students in learning
- ☐ Enthusiastic and positive tone with delivery
- ☐ Use of available visuals as appropriate (ex. document camera)

2. Environment/Classroom Management

- ☐ Substitute is moving around room and using proximity to assist in management
- ☐ Students on task and engaged
- ☐ Substitute/Student interactions are respectful
- ☐ Follows classroom expectations as set forth by teacher or develops own if not available
- ☐ Substitute holds students accountable for behaviors
- ☐ Substitute provides positive feedback/reinforcement
- ☐ Addresses behavior discretely and applies consequences appropriately
- ☐ Maintains focus on the lesson while addressing student behavior
- ☐ Maximizes time on task/Smooth transitions

3. Professionalism

- ☐ Appropriate dress
- ☐ Appropriate grammar usage
- ☐ Positive interactions with other staff members
- ☐ CMCSS Badge visible

4. Comments