



Teacher Observation and Confidentiality Policy

- Before the school year begins, all teachers must sign the school's confidentiality agreement.
- During training, teachers will participate in sessions on teacher observation criteria and are expected to be mindful of these criteria throughout the year.
- Teachers are informed that salary increases for the following year will be based on the results of these observations.
- Each year, the school leadership team will conduct **10 classroom observations** for each teacher. Observations will take place both during scheduled times and during general school hours. Some observations will be announced in advance, while others will occur randomly.
- After each observation, the observing leader will provide feedback to the teacher.
- The teacher must review, sign, and date the observation document, ensuring that all information is complete.