

**Teacher Competency Observation Form
(TCOF)**

Teacher: _____ Observer (1): _____ Observer (2): _____
 Day: _____ Date: _____ Instructional Activity: _____
 # of Adults: _____ # of Students: _____ Observation Number: 1 2 3 4 5
 Start Time: _____ Stop Time: _____ Total Time: _____ Setting: _____

Rating Scale: 0 = Inappropriate/No use (0-10%) 1 = Little use (11-60%) 2 = Frequent use (61-90%) 3 = Consistent use (91-100%)

A. INSTRUCTION

1.	Organize before students arrive.....	0	1	2	3	NA	_____
2.	Give clear, concise directions.....	0	1	2	3	NA	_____
3.	Give positive, appropriate feedback.....	0	1	2	3	NA	_____
4.	Purpose of instruction is clear to students.....	0	1	2	3	NA	_____
5.	Use advance and post organizers.....	0	1	2	3	NA	_____
6.	Provide models, prompts, and cues.....	0	1	2	3	NA	_____
7.	Provide review, maintenance, or pre-requisite skills to begin lesson	0	1	2	3	NA	_____
8.	Provide appropriate guided practice.....	0	1	2	3	NA	_____
9.	Provide independent practice.....	0	1	2	3	NA	_____
10.	Pace instruction appropriately.....	0	1	2	3	NA	_____
11.	Use questions and wait time appropriately.....	0	1	2	3	NA	_____
12.	Use instructional time effectively.....	0	1	2	3	NA	_____
13.	Keep students actively engaged.....	0	1	2	3	NA	_____
14.	Vary material according to learner needs.....	0	1	2	3	NA	_____
15.	Vary delivery of instruction.....	0	1	2	3	NA	_____
16.	Instruction appropriate to stage of learning.....	0	1	2	3	NA	_____
	Subtotal	-	-	-	-	-	_____

C. BEHAVIOR MANAGEMENT

Classroom Strategies

17.	Positive, proactive approach to management.....	0	1	2	3	NA	_____
18.	Deliver precise praise.....	0	1	2	3	NA	_____
19.	Provide opportunities for choice-making.....	0	1	2	3	NA	_____
20.	Keep students engaged with tasks.....	0	1	2	3	NA	_____
21.	Engage in activities to motivate students.....	0	1	2	3	NA	_____
22.	Maintain order/discipline.....	0	1	2	3	NA	_____
23.	Manage small group behavior.....	0	1	2	3	NA	_____
24.	Manage large group behavior.....	0	1	2	3	NA	_____
25.	Ensure Ss understand rules & expectations.....	0	1	2	3	NA	_____
26.	Manage student transitions effectively.....	0	1	2	3	NA	_____
27.	Promote generalization of positive behavior.....	0	1	2	3	NA	_____
	Subtotal	-	-	-	-	-	_____

D. INDIVIDUALIZED SUPPORT STRATEGIES

28.	Adjust physical environment to students' needs.....	0	1	2	3	NA	_____
29.	Use teacher proximity effectively.....	0	1	2	3	NA	_____
30.	Use eye contact effectively.....	0	1	2	3	NA	_____
31.	Deliver varied verbal & non-verbal praise.....	0	1	2	3	NA	_____
32.	Deliver specific praise to each individual.....	0	1	2	3	NA	_____
33.	Ignore inappropriate behavior.....	0	1	2	3	NA	_____
34.	Use tokens/points appropriately.....	0	1	2	3	NA	_____
35.	Individualize antecedents & consequences.....	0	1	2	3	NA	_____
36.	Constructively redirect.....	0	1	2	3	NA	_____
37.	Accommodate multicultural learning differences.....	0	1	2	3	NA	_____
	Subtotal	-	-	-	-	-	_____

E. Average Instruction (1-16): _____
F. Average Management (17-37): _____
G. Average Competency Score (1-37): _____