Developmental Observation of Teaching (2025)

Faculty Name: _____

Date of Observation: _____

Mode of Delivery: _____

Course Code: _____

Program (if known): _____

Materials provided to Observer in Advance: _____

Name of Observer: _____

# of students present in class: _____

*eConestoga Course Essential Elements Scanner at 100% (*Asynchronous*): Yes / No

**Please note that criteria items labeled "Asynchronous" apply only to fully asynchronous online course delivery*.

Criteria	**Strengths**	**Suggestions**
1.Class (or Course) Start[1] • Scheduled class started on time • Technology ready • Students welcomed • Agenda shared • Attendance taken		

• Content-based bridge-in that gained attention and energy *Asynchronous* • Instructor presence established early through course welcome announcement, video, faculty bio, and/or course message • Clear orientation to course schedule, learning resources (e.g., eText), assessments, and technologies for asynchronous learning		
2.Purpose and Planning [1,2, 7,10] • Course and/or unit learning outcome(s) shared and well- aligned with class activities and upcoming assessments • An organized plan for the lesson was evident • Key terms and concepts emphasized *Asynchronous* • Regularly reinforced week/module learning, assignment preparation, and due dates as outlined in the Instructional Plan • Encouraged students to participate in nongraded tasks using announcements and/or feedback		
3.Content Knowledge [3, 4, 5] • Demonstrated knowledge of course concepts		

• Shared appropriate examples from industry/ own experience • Answered student questions with ease • Used and explained field-specific terminology effectively • Placed course content in context—historically, politically, geographically • Discussed recent / future developments in the field *Asynchronous* • Anticipated and/or responded to questions about the course content in in announcements, forums, and/or email • Provided relevant current events, industry knowledge, professional experiences, or other information where appropriate		
4.Instructional Strategies [1,2,4,6,8] • Used techniques that invite students to interact with course content in relevant and meaningful ways • Intentional controlled; semi-controlled; and free practice *Asynchronous* • Facilitated content engagement by providing examples, demos, walk-throughs, reflection questions, and/or checklists where appropriate • Support assignment preparation		

• Provided effective and prompt assignment feedback using course tools		
5.Organization and Pacing [1,2,5] • Well-timed and paced to deliver the planned lesson • Content was effectively chunked to support learning • Breaks were provided (if class is 2 hours or longer) *Asynchronous* • Reinforced to students the importance of planning, habits, timing, and other success tips for asynchronous learning for the week/module		
6.Student Engagement[2, 3, 4, 6, 8] • Provided variety • Leveraged slide-deck • Participatory learning and pre/post assessments were relevant and seemed engaging for students • Effective mix of lower and higher order questions and active learning prompts • Allotted time for quiet reflection and group/pair/class sharing *Asynchronous* • Created opportunities to build and foster community and or sense of belonging (e.g., ice breaker)		

• Facilitated peer engagement via forums, whole-class messaging, and/or other tools • Supported and monitored group work or assignments actively		
7.Classroom/Learning Environment Management [3, 8] • Managed classroom communication and behaviors in a way that appeared respectful and promoted a positive learning environment • Addressed any concerns related to discrimination and harassment *Asynchronous* • Reinforced respectful and appropriate online conduct to students		
8.Use of Technology [1, 6, 7] • Used appropriate tools to enhance student learning and assess comprehension (e.g. Mentimeter, class polls, video or audio, Padlet, H5P, Copilot, Images) *Asynchronous* • Managed technical issues in the course shell • Monitored and followed a plan to manage student disengagement		
9.Delivery Skills [1,2, 6, 8]		

• Interest and enthusiasm while teaching seemed to motivate learners • Volume, tone of voice, pacing, proxemics, gestures, use of space, and whiteboard if teaching in person *Asynchronous* • Provided positive, supportive, clear, and approachable tone and voice in announcements, and/or written content • Use of multimedia (i.e., faculty-made videos) to support student understanding)		
10.Inclusion[3, 4, 5, 6, 7, 8] • (EDI; UDL, AODA; OHR considerations were taken into account • Provided content warnings for any sensitive subject matter • Validated student contributions • Stimulated discussion and perspective-sharing • Used student names and preferred pronouns • Provided clear instructions Asynchronous • Provided resources and supports for student use of technology • Ensured any added information and/or resources were fully accessible for students		

11.Professionalism [3,5] • Modelled respectful and appropriate interaction • Professional attire • PPE worn where appropriate		
Other: • Overall course suggestions, concerns, etc.? *Asynchronous* • Course design suggestions (include course shell URL)		

*EDI (Equity, Diversity and Inclusion); UDL (Universal Design for Learning); AODA (Accessibility for Ontarians with Disabilities Act); OHR (Ontario Human Rights)

Student Course Feedback (SCF) Survey Questions (Synchronous)

1. Delivers lessons in an organized way.
2. Helps me know what I need to do each week
3. Creates a safe and supportive learning environment for all learners
4. Connects course content to my future work and/or life.
5. Explains complex concepts in a way I can understand.
6. Includes a variety of activities that help me learn (for example, checklists, discussions, group work, Mentimeter, simulations or others).
7. Checks to ensure students are understanding course content.
8. Encourages me to ask questions or share ideas.
9. Provides me with helpful feedback on my work.

10. Provides guidance to help me prepare for graded assessments.
11. Grades my assessment within a reasonable time.
12. Responds to my emails or messages within two business days. (N/A)