PAETEP BY EDULINK

Formal (2025-26)

Employee: Steve Schrack
Supervisor: David Boell

Created Date: 9/16/2025
Completed Date: 10/20/2025

Key Dates

Pre-Observation Conference: 10/06/2025
Observation Date: 10/07/2025
Post-Observation Conference: Not Scheduled
Authenticated (Employee): 10/16/2025
Authenticated (Supervisor): 10/20/2025

Observation Summary

Strengths of the Teacher's Practice

- Growing and Developing Professionally (4e)
- Showing Professionalism (4f)

David Boell — 10/15/2025 10:42:49 AM

Your thorough preparation, professional demeanor, and commitment to supporting students beyond the classroom (recommendations, spirit week engagement) demonstrate strong professional standards. Your lesson serves as an excellent example of comprehensive planning and organization that other teachers can emulate.

Areas for Growth of the Teacher's Practice

- Managing Classroom Procedures (2c)
- Managing Student Behavior Expectations (2d)

David Boell — 10/15/2025 10:43:45 AM

You've established a supportive classroom culture where students feel comfortable and engaged. Your personal connections with students and the fun, competitive elements create an atmosphere where learning can flourish. The physical environment with business artifacts and college pennants reinforces your commitment to student success. However, some attention to consistent behavior management, particularly regarding phone use and off-task behavior during instruction, would strengthen this domain significantly.

Next Steps

No comments

Detailed Observation Evidence

Domain 1 - Planning

1a. Knowledge of Content and Pedagogy

- Distinguished (Supervisor)
- Proficient (Employee)

Steve Schrack — Evidence — 9/25/2025 11:19:01 AM

What is the content to be taught?

During this lesson, students will learn to identify and explain the foundational principles of U.S. and modern business law and understand how these principles affect real-world business decisions. Specifically, students will:

- Recognize key constitutional provisions (such as the Commerce Clause, Contracts Clause, and Bill of Rights) and explain their impact on business practices.
- Describe major areas of business law (contracts, employment, intellectual property, consumer protection, and corporate law) and the government agencies that enforce them.

- Analyze the influence of international business law by exploring how trade agreements, regulations, and cultural differences affect global commerce.
- Evaluate current trends in business law (including data privacy, AI, ESG, and cybersecurity) and how these emerging issues shape business operations.
- Connect legal history to the modern business environment to understand how past legal developments inform present and future workplace practices.

These outcomes are designed to help students not only build content knowledge but also develop critical thinking and application skills, so they can relate abstract legal concepts to authentic business scenarios.

What prerequisite learning is required?

Before starting this lesson, students should already have:

- **Background on Early Laws –** A general idea of where laws began, such as Hammurabi's Code, Roman Law, or English Common Law, and how these early systems helped keep order in societies.
- **Understanding Why Laws Exist –** Knowledge that societies create laws to protect people, solve conflicts, and promote fairness and order.
- **Connection Between Ethics, Morals, and Laws –** Awareness that laws often reflect a society's beliefs about right and wrong, and that these beliefs shape how laws are written and enforced.
- **Basic Civics Awareness –** Familiarity with the idea that government and legal systems change over time to meet the needs of the people.
- **Classroom Skills –** Practice participating in discussions, pair-shares, or small-group activities to explore how ideas about laws and ethics relate to today's issues.

These prerequisites ensure students can link what they already know about the history and purpose of laws to modern business law concepts, helping them understand not just what the laws are, but why they exist.

David Boell Evidence 10/7/2025 02:29:58 PM

- Demonstrated exceptional subject matter expertise in business law with sophisticated understanding of legal history and foundations
- Made clear, accurate connections between business law concepts and constitutional foundations (Bill of Rights, amendments)
- Expertly integrated real-world business experiences from personal travel and Amazon businesses to provide authentic context
- Showed deep understanding of how students learn complex legal concepts by connecting abstract ideas to familiar experiences (commercials, podcasts, consumer protections)
- Effective use of varied pedagogical approaches including competitive review, multimedia instruction, and collaborative discussion
- Strong grasp of appropriate technology integration for business education

David Boell 10/15/2025 10:05:22 AM

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1b. Demonstrating Knowledge of Students

● Proficient (Supervisor)

Proficient (Employee)

Steve Schrack Evidence 9/25/2025 01:56:54 PM

Characterize the class.

This class is a diverse group of high school students with varying learning styles, strengths, and support needs. A couple of students (BR, MM) have preferred seating arrangements to help maintain focus and minimize distractions. One student (BR) also have accommodations for extended time on written tasks or assessments. In general, students show better engagement and work completion during active, hands-on activities compared to paper-based or lecture-heavy lessons.

How will you modify this lesson for groups or individual students?

- **Preferred Seating Maintained –** Students with assigned seats will remain in their optimal locations during all parts of the lesson, including Kahoot, guided notes, and mock scenarios.
- **Extended Time for Written Responses –** Any students who require it will receive additional time for the exit ticket or scenario responses, with the option to submit digitally later in the day if needed.
- **Active, Group-Based Activities –** The lesson emphasizes interactive tasks: Kahoot review, guided notes with pair-share, and mock scenarios, to promote engagement and support students who learn best through discussion and movement.
- **Small Group or Partner Work –** Students who need extra support will be paired with peers or placed in small groups to encourage collaboration and reduce individual stress.
- **Scaffolded Content Delivery –** Key terms and examples will be presented visually on the Smart Board with guided notes to support different learning modalities (visual, auditory, and kinesthetic).

These modifications ensure that all students, especially those who benefit from movement, interaction, and structured guidance, can access the content, participate meaningfully, and demonstrate their understanding.

David Boell Evidence 10/7/2025 02:32:23 PM

- Demonstrated awareness of individual students through personalized greetings and conversations
- Showed knowledge of student interests through connections to spirit week and current events
- Anticipated student engagement challenges by proactively identifying potential disruptors
- Understanding of student developmental needs evident in use of competitive elements and rewards

David Boell 10/15/2025 10:22:46 AM

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1c. Setting Instructional Outcomes

Proficient (Supervisor)

Proficient (Employee)

Steve Schrack Evidence 9/25/2025 11:28:30 AM

What do you want students to learn during this lesson?

By the end of this lesson, students will be able to:

- **Explain How U.S. Business Law Began** – Identify how early laws and the U.S. Constitution (including the Commerce Clause, Contracts Clause, and Bill of Rights) shape today's business practices.
- **Describe Key Areas of Business Law –** Understand topics such as contracts, employment law, intellectual property, consumer protection, and corporate law, and recognize which government agencies enforce them.
- **Understand Global and Modern Trends –** Recognize how international business law, trade agreements, and cultural differences impact global business, and explore new issues like data privacy, AI, environmental standards, and

cybersecurity.

- **Connect History to Current Practice –** See how the history of law, ethics, and morals influences modern business regulations and decision-making.
- **Think Critically About Legal Impacts –** Apply what they've learned to real-world business scenarios through discussion, pair-shares, and mock activities to understand how laws affect companies and individuals.

These outcomes guide students to move beyond memorizing legal facts and instead analyze, connect, and apply business law concepts to real-world situations.

David Boell Evidence 10/7/2025 02:30:23 PM

- Clear lesson structure with explicit progression from Part 1 review to Part 2 new content on history of law
- Learning objectives clearly communicated through organized presentation sequence
- Outcomes appropriately challenging for accelerated level students
- Strong alignment between democratic fundamentals and business law applications
- Students understood expectations for participation and performance

David Boell 10/15/2025 10:05:38 AM

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1d. Demonstrating Knowledge of Resources

● Distinguished (Supervisor)

● Distinguished (Employee)

Steve Schrack Evidence 9/25/2025 11:41:20 AM

What resources were considered for this lesson and rejected? Why?

- **EdPuzzle Video Quizzes –** Considered but not used because they would make the lesson too passive and limit the opportunity for real-time class discussion and questioning.
- **Paper-Based Worksheets –** Rejected to avoid a lecture-and-paper heavy environment and to keep the class active, interactive, and tech-enabled.
- **Traditional Lecture-Only Format –** Decided against using this as the primary delivery method because it would reduce student engagement and collaboration.

By removing these more passive resources, the focus stays on active learning, dialogue, and application of concepts.

What resources will be used? Why?

- **Kahoot Review Game –** Used at the start of class to quickly recap the previous "History of Law" lesson and activate prior knowledge in a fun, competitive format.
- **YouTube Video (Bill of Rights & U.S. Constitution) –** Serves as the anticipatory set to introduce key concepts visually and contextually, sparking interest and framing the day's lesson.
- **Guided Notes Presentation on the Smart Board –** Provides structured content delivery while allowing students to follow along, annotate, and participate in class discussion.
- **Mock Scenarios/Role Plays –** Gives students a hands-on way to apply legal concepts to real-world business settings, reinforcing understanding through practice.
- **Exit Interview on the Smart Board –** Allows for an immediate formative check of student understanding and a quick wrap-up of key takeaways.

These selected resources were chosen to maximize interaction, leverage technology, and support multiple learning styles, ensuring that students remain engaged and can demonstrate their understanding in real time.

David Boell Evidence 10/7/2025 02:33:39 PM

- Excellent use of varied instructional resources including Kahoot for interactive review, multimedia video content, and comprehensive printed materials
- Strategic integration of technology resources (computers, interactive presentation tools, spinning wheel for engagement)
- Effective use of visual resources including business-related posters and college pennants that reinforce learning environment
- Leveraged personal business experience as authentic instructional resource, drawing from travel business and Amazon business backgrounds
- Good use of competitive elements and reward systems (candy, gift cards, extra credit) as motivational resources
- Demonstrated awareness of available school and community resources through college recommendation work and spirit week participation

Steve Schrack 10/14/2025 07:26:16 PM

Steve demonstrates a distinguished level of knowledge in identifying and utilizing resources that enhance instruction. His 30+ years of experience in business and leadership provide exceptional real-world context and depth to his business law lessons. He effectively integrates a wide range of instructional tools, case studies, and current legal examples to make complex concepts accessible and engaging for students. His expertise ensures lessons are both authentic and aligned with real-world business practices.

David Boell 10/15/2025 10:23:57 AM

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- Good use of competitive elements and reward systems (candy, gift cards, extra credit) as motivational resources
- Demonstrated awareness of available school and community resources through college recommendation work and spirit week participation
- Could explore additional external resources such as current business law cases, guest speakers from local business community, or partnerships with legal professionals to further enhance instruction

1e. Designing Coherent Instruction

Distinguished (Supervisor)

Proficient (Employee)

Steve Schrack Evidence 9/25/2025 12:56:59 PM

- **Kahoot Review (≈8 minutes) –** Students play a 10-question Kahoot to recap the previous "History of Law" lesson and activate prior knowledge.
- **Anticipatory Set (≈7 minutes) –** Show a short YouTube video introducing the Bill of Rights and U.S. Constitution to spark interest and frame the day's content.
- **Guided Notes Presentation (≈15 minutes) –** Walk students through key concepts of U.S. and modern business law while they complete guided notes.
- **Pair-Share Activity (≈5 minutes) –** Students discuss and share examples of how constitutional principles apply to business law to deepen understanding.
- **Mock Scenarios/Role Plays (≈10 minutes) –** Students apply concepts in small-group activities to explore real-world business law situations.

- **Exit Interview via Google Form (≈5 minutes) –** Students complete a short reflection or exit ticket to demonstrate their understanding of the day's key concepts.
- **If Time Permits –** Continue working on the International Business Law Project to reinforce and extend learning.

David Boell Evidence 10/7/2025 02:33:54 PM

- Exemplary lesson planning evidenced by thorough materials preparation (printed slides, comprehensive handouts)
- Logical, well-sequenced instruction: review (Kahoot) → new content introduction (video) → direct instruction (lecture) → application (think-pair-share)
- Smooth integration of competitive elements with rigorous academic content
- Effective scaffolding from foundational concepts to complex applications
- Well-timed activities that maintained appropriate pacing and student engagement

David Boell 10/15/2025 10:24:48 AM

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1f. Designing Student Assessment

● Proficient (Supervisor)
● Proficient (Employee)

Steve Schrack Evidence 9/25/2025 11:31:30 AM

How Goals Will Be Measured:

- **Formative Checks During the Lesson –** As students complete guided notes, participate in pair-shares, and respond to discussion questions, you will monitor their ability to accurately explain key legal concepts and make real-world connections.
- **Mock Interview and Scenario Activity –** Students will apply business law concepts in a hands-on activity (such as mock interviews or role-plays), demonstrating understanding of how laws influence workplace behavior and decision-making.
- **Exit Ticket / Reflection –** At the end of class, students will respond to a brief written prompt or exit ticket summarizing one major takeaway about the history, purpose, or impact of business law on society today.

What Success Looks Like:

- Students accurately identify and explain constitutional and legal principles discussed in class.
- Students actively participate in discussions and pair-share activities, showing they can connect historical law concepts and ethical principles to modern business law.
- Students demonstrate critical thinking by applying the lesson's concepts to mock scenarios or interview activities.
- Most students achieve proficiency on the exit ticket (or similar formative assessment), showing clear understanding of the lesson's key outcomes.

This combination of participation, application, and reflection provides a well-rounded measure of whether students have met the goals of the lesson

David Boell Evidence 10/7/2025 02:34:04 PM

- Strategic use of Kahoot for both formative assessment and engaging review of prior learning
- Embedded assessment through targeted questioning techniques to gauge prior knowledge (SEC, FTC, OSHA)
- Think-pair-share activities provided multiple opportunities to assess student understanding
- Immediate feedback provided during competitive activities

- Assessment strategies aligned with lesson objectives and student needs

David Boell 10/15/2025 10:25:04 AM

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Domain 2 - Classroom Environment

2a. Creating an Environment of Respect and Rapport

● Proficient (Supervisor)

● Proficient (Employee)

David Boell Evidence 10/7/2025 02:34:14 PM

- Students demonstrated comfort and readiness to learn, indicating strong foundational relationships
- Teacher greeted students individually upon entry, showing personal interest and care
- Engaged in supportive, appropriate conversations about recommendations and school activities
- Collaborative and supportive classroom tone established through informal interactions
- Personal business stories shared appropriately to enhance learning and build connections
- Students felt comfortable participating in discussions and asking questions
- Respectful interactions maintained throughout lesson

David Boell 10/15/2025 10:25:26 AM

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2b. Establishing a Culture for Learning

● Proficient (Supervisor)

● Proficient (Employee)

David Boell Evidence 10/7/2025 02:34:42 PM

- Created engaging, fun learning environment through competitive elements (Kahoot competition, spinning wheel)
- Students generally willing to participate and invest in learning activities
- Celebration of success (candy rewards, recognition) reinforced positive learning culture
- Class vs. class competition fostered team spirit and engagement
- Academic focus maintained alongside entertaining elements
- Some inconsistency when a few students became distracted

David Boell 10/15/2025 10:25:44 AM

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- Academic focus maintained alongside entertaining elements
- Some inconsistency in maintaining culture when students became distracted

2c. Managing Classroom Procedures

Proficient (Supervisor)

Needs Improvement (Employee)

David Boell Evidence 10/7/2025 02:35:05 PM

- Smooth, efficient transitions between different activity types
- Effective integration and management of technology resources (computers, Kahoot, video)
- Well-organized distribution and use of materials and handouts
- Established routines for competitive activities (wheel spinning, prize distribution)
- Good time management throughout lesson sequence
- Procedures generally well-understood by students

Steve Schrack 10/14/2025 07:22:47 PM

While classroom routines are generally well established, I identified a need for improvement in managing student use of digital devices during lessons. Some students were off-task or distracted during independent and guided activities, impacting overall focus. Moving forward, I plan to implement clearer digital use expectations, consistent monitoring, and structured transitions to ensure technology is used purposefully and supports learning goals.

David Boell 10/15/2025 10:26:12 AM

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- Procedures generally well-understood by students

2d. Managing Student Behavior Expectations

Needs Improvement (Supervisor)

Proficient (Employee)

David Boell Evidence 10/7/2025 02:35:38 PM

- Some students successfully redirected attention from other coursework to lesson focus
- Inconsistent attention during video instruction with some students engaging in quiet side conversations
- Teacher proximity and movement didn't consistently deter off-task behavior
- Phone use and attention to other materials remained problematic for some students
- Proactive identification of potential disruption (noting student's tendency to talk) showed awareness
- Need for clearer expectations regarding technology use (phones, earbuds)
- Most students remained appropriately engaged, but consistent management needed

David Boell 10/15/2025 10:38:35 AM

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2e. Organizing Physical and Digital Space

Proficient (Supervisor)

Proficient (Employee)

David Boell Evidence 10/7/2025 02:35:53 PM

- Thoughtfully decorated learning environment with relevant business posters, college pennants, and professional artifacts
- Effective use of U-shaped desk arrangement despite constraints of necessary computer positioning
- Teacher moved strategically around classroom perimeter to connect with students
- Physical space supported both individual computer work and collaborative discussion
- Room arrangement facilitated teacher-student interaction and monitoring
- Consider utilizing more varied positions throughout classroom for optimal proximity management

David Boell 10/15/2025 10:38:48 AM

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Domain 3 - Instruction

3a. Communicating with Students

Distinguished (Supervisor)

Distinguished (Employee)

David Boell Evidence 10/7/2025 02:36:05 PM

- Excellent presentation skills with clear, well-organized delivery of complex legal concepts
- Strong use of visual supports and multimedia to enhance understanding
- Effective balance of formal instruction with conversational, accessible explanations
- Clear directions provided for all activities and transitions
- Appropriate academic vocabulary used with sufficient context for student comprehension
- Personal anecdotes integrated effectively to clarify and reinforce key concepts

Steve Schrack 10/14/2025 07:28:20 PM

Steve demonstrates exceptional communication skills and maintains a strong rapport with his students. His directions are clear and he fosters a supportive environment where students feel valued and comfortable participating. He effectively connects content to students' experiences and interests, promoting engagement and deeper understanding. His positive relationships and approachable demeanor contribute to a highly respectful and collaborative classroom culture.

David Boell 10/15/2025 10:39:06 AM

- Excellent presentation skills with clear, well-organized delivery of complex legal concepts
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- Appropriate academic vocabulary used with sufficient context for student comprehension
- Personal anecdotes integrated effectively to clarify and reinforce key concepts

3b. Questioning and Discussion Techniques

Distinguished (Supervisor)

Proficient (Employee)

David Boell Evidence 10/7/2025 02:36:18 PM

- Strategic questioning to assess and build on prior knowledge (SEC, FTC, OSHA regulatory agencies)
- Effective use of think-pair-share strategy that promoted meaningful student-to-student discussion
- Celebrated and built upon student responses during review activities

- Questions designed to connect new learning to previous concepts and real-world applications
- Good wait time and follow-up questioning during interactive segments
- Encouraged student participation through supportive questioning techniques

David Boell 10/15/2025 10:39:22 AM

- Strategic questioning to assess and build on prior knowledge (SEC, FTC, OSHA regulatory agencies)
- Effective use of think-pair-share strategy that promoted meaningful student-to-student discussion
- Celebrated and built upon student responses during review activities
- Questions designed to connect new learning to previous concepts and real-world applications
- Good wait time and follow-up questioning during interactive segments
- Encouraged student participation through supportive questioning techniques

3c. Engaging Students in Learning Activities and Assignments

Proficient (Supervisor)

Proficient (Employee)

David Boell Evidence 10/7/2025 02:36:26 PM

- Majority of students remained focused and willing to participate throughout lesson
- Competitive elements (Kahoot review, class competition) maintained high interest levels
- Real-world business connections through personal experiences significantly enhanced engagement
- Think-pair-share activities promoted active intellectual involvement
- Some students became disengaged during video and lecture portions
- Variety of learning modalities addressed through multimedia, discussion, and competition
- Student enthusiasm evident during interactive and competitive segments

David Boell 10/15/2025 10:39:36 AM

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- Variety of learning modalities addressed through multimedia, discussion, and competition
- Student enthusiasm evident during interactive and competitive segments

3d. Using Assessment in Instruction

- Proficient (Supervisor)
- Proficient (Employee)

David Boell Evidence 10/7/2025 02:36:36 PM

- Continuous informal monitoring through strategic movement around classroom
- Kahoot provided immediate, engaging feedback on student mastery of previous content
- Think-pair-share discussions allowed for peer assessment and teacher observation
- Strategic questioning throughout lesson to gauge comprehension levels
- Immediate feedback and correction provided during competitive activities
- Good use of formative assessment to adjust instruction and provide reinforcement

David Boell 10/15/2025 10:39:49 AM

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- Good use of formative assessment to adjust instruction and provide reinforcement

3e. Demonstrating Flexibility and Responsiveness

- Proficient (Supervisor)
- Proficient (Employee)

David Boell Evidence 10/7/2025 02:36:47 PM

- Responsive to student interests by incorporating relevant contemporary examples (tariffs, current business issues)
- Adjusted explanations and examples based on student reactions and questions
- Incorporated student experiences and interests into instructional content
- Flexible pacing that allowed for student questions and discussion
- Adapted instruction to maintain engagement during challenging content

David Boell 10/15/2025 10:40:04 AM

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Domain 4 - Professional Responsibilities

4a. Reflecting on Teaching

- Proficient (Supervisor)
- Proficient (Employee)

David Boell Evidence 10/7/2025 02:36:56 PM

- Evidence of thoughtful lesson planning and preparation in comprehensive materials
- Awareness of individual student tendencies and classroom dynamics
- Consideration of student engagement strategies and potential challenges
- Reflective approach evident in proactive planning for student behavior management

Steve Schrack Evidence 10/14/2025 06:55:06 PM

This lesson was designed to increase engagement through interactive, technology-based activities such as Kahoot, guided notes, and mock scenarios rather than traditional worksheets. The approach built on students' prior understanding of the

history and purpose of laws while connecting it to the U.S. Constitution and modern business law. Lesson objectives were met, as students successfully demonstrated understanding through class participation, accurate completion of guided notes, and thoughtful responses in the exit interview. Most students were able to explain key legal principles and apply them to real-world business examples, showing comprehension of the day's goals.

David Boell 10/15/2025 10:40:25 AM

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- Incorporated student experiences and interests into instructional content
- Flexible pacing that allowed for student questions and discussion
- Adapted instruction to maintain engagement during challenging content

4b. Maintaining Accurate Records

Proficient (Supervisor)

Proficient (Employee)

David Boell Evidence 10/7/2025 02:37:09 PM

- Organized approach to attendance and student tracking
- Systematic preparation of instructional materials and resources
- Evidence of ongoing student progress monitoring through informal assessment

Steve Schrack Evidence 10/14/2025 06:59:06 PM

Student learning was tracked through multiple formative measures, including the Kahoot review, guided notes, pair-share discussions, and mock scenarios. These activities provided real-time evidence of understanding and active engagement throughout the lesson. The exit interview served as a final reflection, confirming that students comprehended and could apply key legal concepts. Overall, students demonstrated strong mastery of the objectives through both verbal participation and written responses.

David Boell 10/15/2025 10:40:34 AM

- Organized approach to attendance and student tracking
- Systematic preparation of instructional materials and resources
- Evidence of ongoing student progress monitoring through informal assessment

4c. Communicating with Families

Proficient (Supervisor)

Proficient (Employee)

David Boell Evidence 10/7/2025 02:37:23 PM

- Evidence of positive communication through recommendation letter work
- Professional approach to supporting students in college and career preparation

Steve Schrack Evidence 10/14/2025 07:01:59 PM

Communication with students and their families highlighted that students stay more engaged when lessons are interactive, structured, and clearly paced. Based on this feedback, I designed the lesson to include activities like Kahoot, guided notes, and pair share scenarios to promote participation and focus. This approach supports student motivation and reinforces consistent learning routines.

David Boell 10/15/2025 10:40:47 AM

- Evidence of positive communication through recommendation letter work

- Professional approach to supporting students in college and career preparation

4d. Participating in a Professional Community

Distinguished (Supervisor)

Distinguished (Employee)

David Boell Evidence 10/7/2025 02:37:34 PM

- Exemplary lesson planning and materials preparation that serves as model for colleagues
- Active engagement in school community through spirit week participation and student support
- Professional collaboration evident in comprehensive lesson documentation

Steve Schrack Evidence 10/14/2025 07:03:57 PM

Today's lesson reflects collaboration with my department colleagues through shared discussions on pacing, instructional strategies, and technology integration. We worked together to align content on the Constitution and business law with common learning objectives and assessments.

Steve Schrack 10/14/2025 07:19:56 PM

Steve is an active and positive member of the professional community. He collaborates regularly with colleagues to share ideas, align curriculum, and enhance instructional practices. His willingness to support school initiatives, contribute to department planning, and participate in professional learning demonstrates his commitment to collective growth and student success.

David Boell 10/15/2025 10:41:04 AM

- Exemplary lesson planning and materials preparation that serves as model for colleagues
- Active engagement in school community through spirit week participation and student support
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4e. Growing and Developing Professionally

Distinguished (Supervisor)

Proficient (Employee)

David Boell Evidence 10/7/2025 02:37:42 PM

- Integration of real-world business experience into classroom instruction shows ongoing professional development
- Use of current technology and engaging instructional strategies demonstrates growth mindset
- Commitment to student success evident in thorough preparation and varied approaches

Steve Schrack Evidence 10/14/2025 07:05:56 PM

This lesson reflects recent professional learning focused on active engagement strategies and technology integration to enhance student understanding. Training on tools like Kahoot and interactive Smart Board presentations influenced how I structured the review and guided notes. Additionally, professional development on differentiation and inclusive practices informed the use of group-based learning and visual supports to meet diverse student needs.

David Boell 10/15/2025 10:41:19 AM

- Integration of real-world business experience into classroom instruction shows ongoing professional development
- Use of current technology and engaging instructional strategies demonstrates growth mindset
- Commitment to student success evident in thorough preparation and varied approaches

4f. Showing Professionalism

Distinguished (Supervisor)

Distinguished (Employee)

David Boell Evidence 10/7/2025 02:37:49 PM

- Exceptional preparation and organization demonstrated through comprehensive lesson materials
- Professional yet approachable demeanor that maintains appropriate boundaries while building relationships
- Strong work ethic evident in thorough planning and student support activities
- Commitment to high standards reflected in lesson quality and student expectations

Steve Schrack Evidence 10/14/2025 07:07:28 PM

I advocate for my students by designing lessons that provide equitable access to learning for all ability levels. This lesson reflects that commitment by incorporating varied instructional methods, visuals, collaboration, and real-world application, to support engagement and success. I also ensure that accommodations such as preferred seating and extended time are consistently implemented so every student can demonstrate understanding and achieve growth.

Steve Schrack 10/14/2025 07:18:44 PM

Steve consistently demonstrates professionalism through thorough preparation, collaboration, and strong communication with colleagues and families. He maintains high expectations for himself and his students, ensuring lessons are well-structured, engaging, and inclusive. His reflective practice and openness to feedback show a clear commitment to professional growth and continuous improvement.

David Boell 10/15/2025 10:41:34 AM

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