Demonstration lessons allow you to assess candidate’s teaching ability and potential for growth. Demo lessons also give you the opportunity to assess a candidate’s fit with your school community.

PROVIDE EXPECTATIONS TO CANDIDATES

The more information you can provide to your candidates in advance, the more accurate impression of their teaching ability you will receive. Consider offering candidates detailed information on your curriculum, students’ prior knowledge, available materials, and other relevant details that a teacher in your school would know on the first day of school with new students.

Align your demo lessons to match your school’s expectations of teachers. For example, if all teachers implement the same reading curriculum, provide the candidate with materials for the day's lesson to execute. If teachers design their own lessons based on school-wide objectives, offer the candidate a lesson purpose.

Resource: Sample email with candidate demo lesson information

SET DEMO LESSON EVALUATION CRITERIA

A demo lesson gives you an opportunity to assess a candidate’s potential to lead student learning. Here are some suggested criteria for evaluating the success of a lesson.

Lesson Content
- Delivers a lesson organized around a main point or learning objective;
- Presents academic material that is rigorous, age-appropriate and accurate;
- Organizes their lesson with a clear beginning, middle, and end;
- Creates engaging activities and questions aligned with the lesson objective;
- Assesses if the students have reached the stated objective;
- Adjusts the lesson on the spot to match the needs of students.

Lesson Delivery
- The candidate is confident, positive and clear.

Student Engagement
- Checks for prior knowledge at the start of the lesson and checks for understanding at the conclusion of the lesson;
- Asks a variety of differentiated questions and incorporates different learning strategies and meets the needs of varied learners;
- Creates multiple opportunities for student involvement;
- Allows students to work together, if appropriate.

Learning Environment
- Sets clear expectations for classroom behavior;
- Maintains control of the learning environment, using respectful language and appropriate responses to off-task behavior;
- Praises strong work and on-task behavior.

Resource: Demo lesson evaluation rubric

DEBRIEF DEMO LESSONS WITH CANDIDATES

Debrief conversations can be as important as demo lessons, as they provide valuable information on whether the candidate is open to development and growth. The candidate should be able to identify what worked and what did not in their lesson, suggest possible areas for improvement, and demonstrate a receptiveness to feedback. Some schools offer candidates the opportunity to re-teach a section of their demo lesson following feedback.

For more resources, check out the complete toolbox: tntp.org/toolbox