No Nonsense Nurturer Observation Rubric

	Precise Directions	Positive Narration	Delivery of Consequences
1 Ineffective	Teacher infrequently requires 100% of eyes and attention before delivering instructions. Teacher rarely delivers clear and concise directions. Directions may not address necessary components: Voice, Movement, Participation. Most students do not understand or comply with the directions.	Teacher may sometimes acknowledge negative behaviors, rather than only narrate positive ones. Teacher rarely narrates three times before correcting off-task behaviors. Teacher language is rarely neutral or specific. Teacher rarely uses narration to manage and monitor behaviors.	Teacher does not employ any consequences or any use of consequences is ineffective because of a lack of strong voice or lack of follow through.
2 Minimally Effective	Teacher usually requires 100% of eyes and attention before delivering instructions. Teacher sometimes delivers clear and concise directions Directions may be missing one component (Voice, Movement, or Participation) About 50% of students understand and comply with directions immediately	Teacher usually narrates three behaviors after giving directions and before correcting a student behavior. Teacher voice and presence is sometimes ineffective. Teacher is inconsistent with neutral language. Teacher sometimes narrates specific behaviors.	Teacher only corrects some behaviors (50% or less) some of the time. Effectiveness of consequneces is inconsisntent due to lack of strong voice, lack of follow through, or inappropriate use of consequence.
	Precise Directions	**Positive Narration**	**Delivery of Consequences**

3 Effective	Teacher always requires 100% of eyes and attention before delivering directions. Teacher usually delivers clear and concise directions that dictate sudents' Voice, Movement and Participation Teacher often CFU Most (80%) students comply with the directions immediately	Teacher always narrates three student behaviors immediately following the directions using neutral and precise language. Teacher often identifies strategic students to narrate. Teacher utlizes narration frequently throughout a lesson to manage student behaviors Teacher consistently uses a strong, effective voice	Teacher immediately corrects 80% of off-task behaviors 80% of the time. Teacher usually uses a strong voice and effective body language when delivering consequences. Teacher is usually efficient when delivering consequences and immediately resumes instruction. Teacher usually addresses the student by name, states the inappropriate behavior concisely and identifes the student's choice of the pre-determined consequence. Teacher usually tracks each consequence on clipboard and follows discipline hierarchy with fidelity. Teacher usually employs an effective restorative conversation when a student has been removed from their seat and/or classroom.
4 Highly Effective	Teacher always requires 100% of eyes and attention before delivering directions. Teacher always delivers clear and concise directions in a strong teacher voice that dictate sudents' Voice, Movement and Participation Teacher effectively and efficiently CFU 100% of students comply with the directions immediately (prior to narration)	Teacher uses narration strategically (times and students) to effectively maintain 100% engagement and compliance. Teacher always utilizes strong teacher voice and neutral language.	Teacher immediately corrects 100% of off-task behaviors 100% of the time. Teacher always uses a strong voice and effective body language when delivering consequences. Teacher is always efficient when delivering consequences and immediately resumes instruction. Teacher always addresses the student by name, states the inappropriate behavior concisely and identifes the student's choice of the pre-determined consequence. Teacher always tracks each consequence on clipboard and follows discipline hierarchy with fidelity. Teacher always employs an effective restorative conversation when a student has been removed from their seat and/or classroom.