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| **Single Data Source** | **Combination of timed and “untimed” classroom visits** |
| **Multiple Data Sources** | **Designed to improve instructional practices for increased student achievement** |
| **Facilitates immediate feedback and reflection process** | **Can include PLPs, Professionalism, Self-Assessment, and Required Dialogue** |
| **Includes various tools to identify patterns or strengths and areas of focus** | **Leads to development of professional learning goals/focus** |
| **Stand-alone 20-minute**  **time period** | **Aligns to teaching standards** |