

Example Bias Checklist

When	Questions	Actions
Before	<ul style="list-style-type: none"> • What preferences might I have about the lesson and/or teacher I am about to observe? • What biases (i.e., personal, halo/horn, cultural, or confirmation) do I know I am likely to fall into? 	<ul style="list-style-type: none"> • Name the biases and preferences and consider where they are most likely to affect my evaluation.
During	<ul style="list-style-type: none"> • What are students doing and saying? • What are teachers doing and saying? 	<ul style="list-style-type: none"> • Record evidence objectively without interpretation or judgement.
After	<ul style="list-style-type: none"> • Did this teacher resemble me or have characteristics in common with me? • Even if this teacher did something differently than I would do, was it still effective? • Am I attributing positive qualities to the teacher based on a single exemplary behavior or trait? • Is there anything in my own cultural background that influenced the way I interpreted the classroom I just saw? • Have I considered the specific context and cultural factors that may influence the teacher's practices? • Am I evaluating the teacher's performance based on my teaching style or preferences rather than objectively assessing their effectiveness? • Have I overlooked or discounted evidence contradicting my preconceived notions about the teacher? 	<ul style="list-style-type: none"> • Consider how each question may have impacted my evaluation and adjust scores accordingly.

**This checklist was developed by [Morgan Solender](#) for personal use. We welcome your feedback on its utility through the Student Behavior Blog's [contact page](#). Readers are welcome to use and copy this checklist.*

References

Three Steps to Avoid Common Observation Biases. Hendy Avenue. (2019, March 15).

<https://www.hendyavenue.com/avoid-observation-bias/>

Xu, X. (2020, February 11). 5 tips to understanding and avoiding bias in teacher performance evaluations.

Frontline Education. <https://www.frontlineeducation.com/blog/avoid-bias-in-teacher-performance-evaluations/>