

Teacher Formation Checklist

A term-by-term mentoring and professional coaching checklist for Headteachers.

1. Spiritual & Personal Vitality

- ☐ Regular staff prayer and devotional gatherings maintained
- ☐ Individual pastoral check-in held with each teacher at least once per term
- ☐ Workload and emotional wellbeing monitored to prevent burnout

2. Pedagogical Formation & Preparation

- ☐ Lesson schemes vetted for clear learning outcomes and active student engagement
- ☐ Biblical worldview integration present naturally and meaningfully in lesson plans
- ☐ Assessment rubrics reviewed for competency and fair evaluation

3. Classroom Observation & Feedback

- ☐ Unannounced walk-throughs conducted with immediate encouraging feedback
- ☐ Full 40-minute peer observation scheduled twice each term
- ☐ Post-observation collaborative coaching dialogue focused on teacher reflection

4. Character & School Culture Modeling

- ☐ Teacher models patience, punctuality, fairness, and Christ-like speech
- ☐ Restorative and redemptive discipline practiced instead of punitive shaming
- ☐ Positive, transparent communication maintained with parents and guardians

