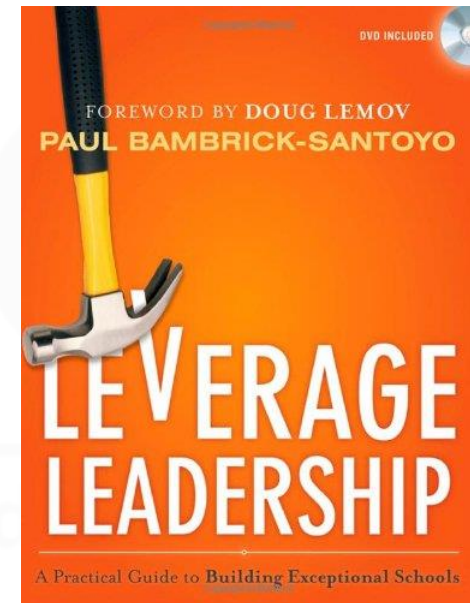


Observation and Feedback

Developed from
Leverage Leadership, Chapter Two
by Paul Bambrick-Santoyo



Learning Target

Explore models of effective feedback that transform teacher practice and ultimately enhance student performance.

Georgia Department of Education

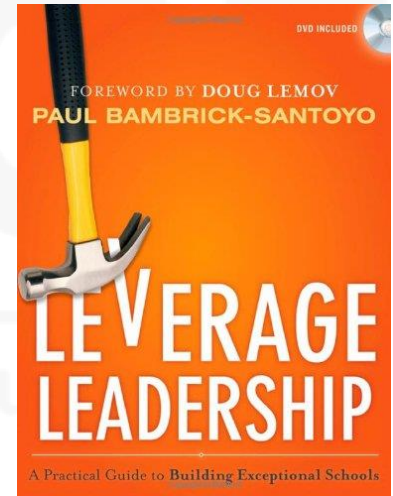


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“Six Steps to Effective Feedback”

Leverage Leadership, Bambrick-Santoyo

- Provide precise praise.
- Probe.
- Identify problem and concrete action step.
- Practice.
- Plan ahead.
- Set timeline.

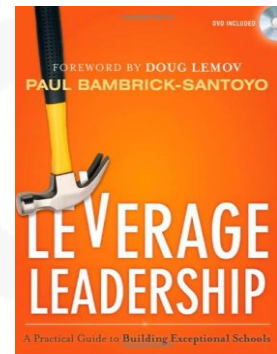


[Page 78]

Provide Precise Praise

The most effective praise is directly linked to the teacher's previous action step: you validate the teacher's effort at implementing feedback.

[Page 79]



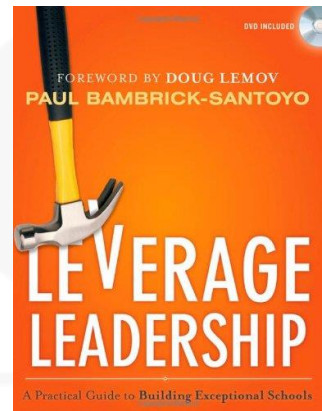
Teacher Keys Standard 3 Instructional Strategies

3.3 Reinforces learning goals consistently throughout the lesson.

Probe

When giving feedback, start with a probing question that narrows the focus of the teacher to a particular part of the lesson.

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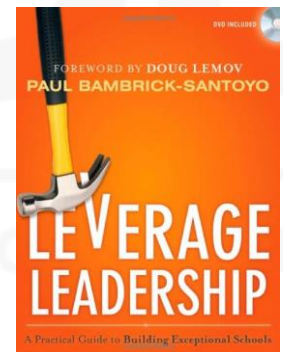
Identify the Problem and Concrete Action Step



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Guiding a teacher to remember a specific moment in his/her lesson when the highest- leverage problem occurred is like turning on the lights: the teacher can analyze his/her instruction with new eyes.

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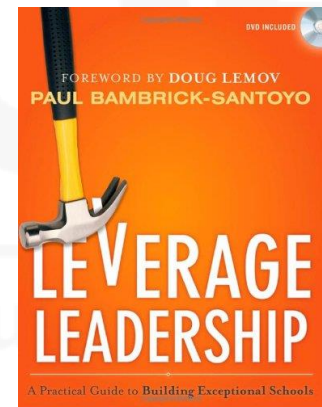
Practice



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Great teaching is not learned through discussion. It's learned by doing-or, more specifically, by practicing doing things well. Supervised practice, then, is the fastest way to make sure all teachers are doing the right things.

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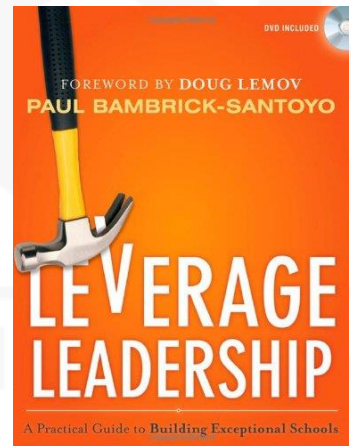




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Plan Ahead

Practicing and planning ahead go hand in hand: practice the skill and then adjust upcoming lessons.

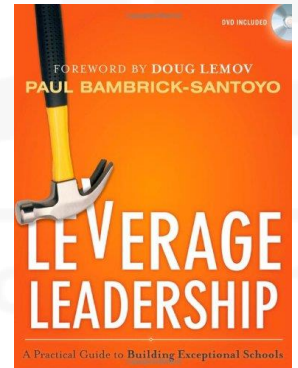


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Set a Timeline

Desire alone will not let you help a struggling teacher. You need effective systems and approaches that can be put into place immediately for teachers who need them.

[page 88]



The “Five Errors to Avoid”



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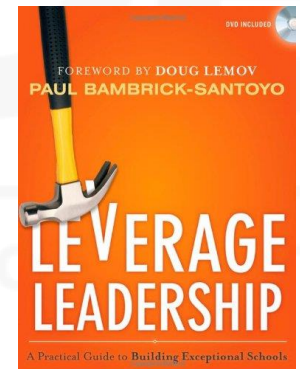
Error 1: More is better.

Error 2: Lengthy written evaluations.

Error 3: Just tell them; they will get it.

Error 4: State the concrete action step.

Error 5: Teachers can implement feedback at any time.



[Page 79]

When Feedback Isn't Working: Strategies for Struggling Teachers



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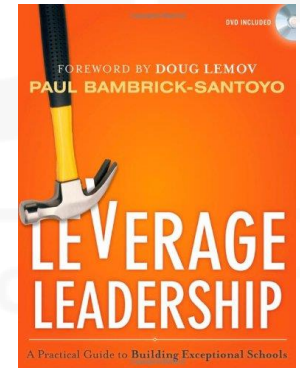
Yellow Flag Strategies

- Provide simpler instructions and techniques
- Give face-to-face feedback more often
- Plan immediate post-observation feedback
- Arrange for peer observation
- Choose interruptions with care
- Observation Tracker

Red Flag Strategies

- *Model entire lessons*
- *Take over*

[Pages 89-92]



Keys to Observation and Feedback



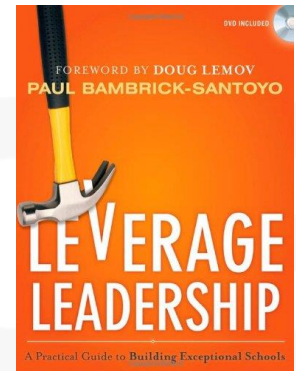
Scheduled observations.



Key action steps.



Direct accountability.



Leads to Coaching Teachers Toward Greatness !



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Coaching & Feedback Questions

- Where are you with providing feedback to teachers?
- What teacher behaviors have changed as a result of providing this support to teachers?
- How has student performance changed?
- How do you know?