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.
“Six Steps to Effective Feedback”

Leverage Leadership, Bambrick-Santoyo

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

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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.

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

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.
Practice

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.
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.
The “Five Errors to Avoid”

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.
When Feedback Isn’t Working: Strategies for Struggling Teachers

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

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Keys to Observation and Feedback

- Scheduled observations.
- Key action steps.
- Direct accountability.

Leads to Coaching Teachers Toward Greatness!
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?