Providing High Quality Observation Feedback
AchieveNJ: Background

The Observation Cycle

High Quality Evidence/ 5-Step Feedback Protocol

Apply the Learning
AchieveNJ: a Tool for Improving Effectiveness

Number of Educators

- Coach and Encourage
- Support and Develop
- Recognize and Leverage

Effectiveness
Big Goal: Improved Student Achievement

- Parents are a child’s first teachers, but **teachers and principals have the biggest in-school impact** on student learning.
- Research shows **effective teaching can be measured**.
- Better educator evaluations will **improve teaching and learning** so that all teachers — and students — perform at high levels.
2016 and Beyond

IMPROVE ACCURACY, ADD VALUE

Educator Effectiveness Task Force Report

Evaluation Pilots

Evaluation Pilot Advisory Committee

AchieveNJ Advisory Committee

Ownership

Quality

Compliance

10-11 11-12 12-13 13-14 14-15 15-16 16-17
High Quality Feedback Essential

Good Feedback Improves Practice!!

6A:10-1.1

5. Delivery of clear, timely and useful feedback, including feedback that identifies areas for growth and guides professional development;
Highlighting the Actions of Effective Leaders

“Highly effective leaders raise the achievement of a typical student in their schools by 2 to 7 months of learning in a single year.”*

<table>
<thead>
<tr>
<th>Vision</th>
<th>Principals of high-achieving schools have a clear vision and communicate to all that learning is the most important mission.</th>
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</thead>
<tbody>
<tr>
<td>Culture</td>
<td>There is a positive relationship between school climate and leadership, which affects overall school effectiveness.</td>
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<tr>
<td>Professional Development</td>
<td>Effective administrators provide the time, resources, and structure for meaningful professional development.</td>
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<tr>
<td>Teacher Retention</td>
<td>Principals who help in problem-solving and provide actionable feedback are more likely to empower and retain teachers.</td>
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</table>

*Branch, Hunushek, and Rivkin, 2013.
Providing Observation Feedback: A High-Impact Leadership Activity

Impact on Student Achievement

Guiding Leaders to Better Feedback

“We all need people who will give us feedback. That’s how we improve.”
– Bill Gates

- Principals are Busy
- Providing Feedback is a Critical Leadership Activity

Well-established process can help leaders get to consistent, quality feedback
AchieveNJ: Background

The Observation Cycle

High Quality Evidence/5-Step Feedback Protocol

Apply the Learning
The Classroom Observation Cycle

Plan

Observe

Monitor & Follow Up

Provide Feedback

Prepare
High quality post-observation conferences have a positive influence on the cycle of teaching and learning.

Quality feedback requires planning.

The cycle of teaching and learning is here.

The observation cycle is here.

The Observation Cycle: Improving Teaching and Learning Through Better Feedback

Plan

Observe

Instruct

Prepare

Assess

Monitor & Follow Up

Provide Feedback

Analyze
In Other Words...

Monitor & Follow Up

Mindful planning leads to ...

...where high quality feedback leads to instructional improvement

...collection of high quality evidence during the observation which is used to...

...prepare for post-observation conference
The Observation Cycle: Planning

Observer reviews:
- Standards
- Learning Objectives
- Student Learning Data
- Handouts or assessments

…with teacher if pre-conference occurs

Mindful planning leads to...

Monitor & Follow Up

...collection of high quality evidence during the observation which is used to...

...where high quality feedback leads to instructional improvement

...prepare for post-observation conference...
The Observation Cycle: Collecting Evidence

high quality evidence captures:
- teacher practice
- student actions
- student outcomes

high quality evidence is:
- objective
- textured (quantitative and qualitative)
- aligned to standards

Mindful planning leads to ...

Monitor & Follow Up

..collection of high quality evidence during the observation which is used to...

..where high quality feedback leads to instructional improvement

...prepare for post-observation conference...
AGENDA

AchieveNJ: Background

The Observation Cycle

High Quality Evidence/5 Step Feedback Protocol

Apply the Learning
High Quality Evidence

Captures:
- teacher practice
- student actions
- student outcomes

and is....
- objective
- textured
- aligned to standards
High Quality Evidence: **Objective**

Quantitative statements describe observations

Concrete, evidence-based words and statements

- Student quotes
- Teacher quotes
- Student work

No conclusions or evaluative language

23 students were present in the classroom. 17 of 23 students raised their hands after the teacher asked, “Explain how capitalism differs from communism.”

For more detail please see Classroom Observation Report Quality Rubric
High Quality Evidence: **Textured**

Quantitative and qualitative evidence

Teaching and learning highlighted
- includes quotes from students and teachers
- provides examples of what the students did, as well as what the teacher did

“At 1:45 9/10 pairs of students were engaged in on-task conversation about the text. The pair of girls in the back of the room by the window were not talking and one girl was texting.”
High Quality Evidence: Aligned to Standards

Accurately assigned to indicators or standards

Clarifies how the observer understands the evidence

- Aligns evidence with actionable feedback
- Leads to professional growth activities
- Supports agreed-upon descriptors of high quality teaching and learning.

“All 18 students engaged with the text, using highlighters and Post-it notes to annotate paper copies, while the teacher modeled annotation using the same text projected onto the SMART Board. “3C
Preparing to Give Evidence Based Feedback

Preparation includes:
- reviewing the evidence
- preparing a feedback conversation
- using the 5-Step Feedback Protocol
5 Step Feedback Protocol: An Overview

1. **Praise**: Narrate the positive.

2. **Inquire**: Start with a targeted question & add scaffolding as needed.

3. **Action Step**: Use questions to lead to bite-sized action step.

4. **Plan Ahead**: Design/revise upcoming lesson plans to implement this action.

5. **Follow-up**: Set timeline for follow-up.

That took planning!
Prepare Steps 1, 2, and 3 for the Conference

1. **Praise**: Narrate the positive.

2. **Inquire**: Start with a targeted question & add scaffolding as needed.

3. **Action Step**: Use questions to lead to bite-sized action step.

4. **Plan Ahead**: Design/revise upcoming lesson plans to implement this action.

5. **Follow-up**: Set timeline for follow-up.

That took planning!
Conduct an Effective Feedback Conference

Monitor & Follow Up

Mindful planning leads to ...

...where high quality feedback leads to instructional improvement

...collection of high quality evidence during the observation which is used to...

...prepare for post-observation conference...

An Effective Feedback Conversation:
- encourages the teacher to reflect
- leads to positive changes in professional practice
- has administrator follow up
Using the 5 Steps in a Post Conference

1. **Praise**: Narrate the positive.

2. **Inquire**: Start with a targeted question & add scaffolding as needed.

3. **Action Step**: Use questions to lead to bite-sized action step.

4. **Plan Ahead**: Design/revise upcoming lesson plans to implement this action.

5. **Follow-up**: Set timeline for follow-up.

Listen to a model conference from Uncommon Schools. Now listen to it again and fill in the blanks in this pre populated handout, identifying each of the 5 steps in the Feedback Protocol.
AchieveNJ: Background

The Observation Cycle

High Quality Evidence/Feedback

Apply the Learning
Giving Good Feedback is the Goal….
Observing is the process

- Better planning will improve the quality of the evidence collected and the quality of the observation.

- Provide feedback during the post conference using the 5 Step Feedback Protocol.

- Collect objective, textured, evidence based on the standards.

- Prepare what you will Praise, how you will lead to reflection and what Action Step you will recommend.

- Plan

- Observe

- Monitor & Follow Up

- Prepare

- Provide Feedback
Using the Protocol Consistently Leads to Consistently Strong Feedback

1. **Praise**: Narrate the positive.

2. **Inquire**: Start with a targeted question & add scaffolding as needed.

3. **Action Step**: Use questions to lead to bite-sized action step.

4. **Plan Ahead**: Discuss where in upcoming lesson plans to implement this action.

5. **Follow-up**: Set timeline for follow-up.
Apply the Learning

Collect high quality Evidence

1. Watch 20 minutes of the classroom video. If you are tight on time, it is fine to shorten the viewing time. The idea for 20 minutes is to simulate a short observation.

2. Use this tool to collect evidence of teaching and learning.

3. Evaluate the evidence you collected using the Observation Report Quality Rubric (link). Consider whether in a real situation there is more evidence you would want to collect.
Apply the Learning

Prepare to Give Good Feedback

1. Using the Pre-Populated Template as a guide, plan your own post-conference by filling in the Blank Template for Planning for a Post-Conference

2. Plan Steps 1-3 in the 5 Step Protocol to
   1. Praise: Identify a best practice from your evidence
   2. Inquiry: Develop several inquiry questions that you can ask to lead the teacher to reflect on the lesson
   3. Action Step: Frame a bite-size action step for the teacher
Provide Effective Post-Observation Feedback

1. Revisit the model conference that you watched back at slide 24 if you need a refresher.

2. Using your pre-populated template to guide you, role play an effective feedback conference with a partner.

3. Collaboratively reflect on the feedback conference. What feedback can the “teacher” provide? What did you think you did well? What could you improve?
Next Steps

➢ Review current observation schedule
➢ Choose a teacher to work with: one that will allow you to gain some practice in the process.
➢ Keep the Observation Cycle and the 5-Step Feedback Protocol in mind
➢ Implement the process
Thank You!

Contact the Evaluation Team (below)

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