

# Making Time for Observations and Collaborative Feedback Conversations

Chancellor's Principal Conference  
May 17, 2014

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# What professional responsibilities most get in the way of observing and providing feedback to teachers?

On a index card, list your top two roadblocks:



- Student discipline issues or emergencies
- Operational/ compliance demands
- Issues with staff
- Parent requests
- Other

# Outcomes: How do we make quality feasible?

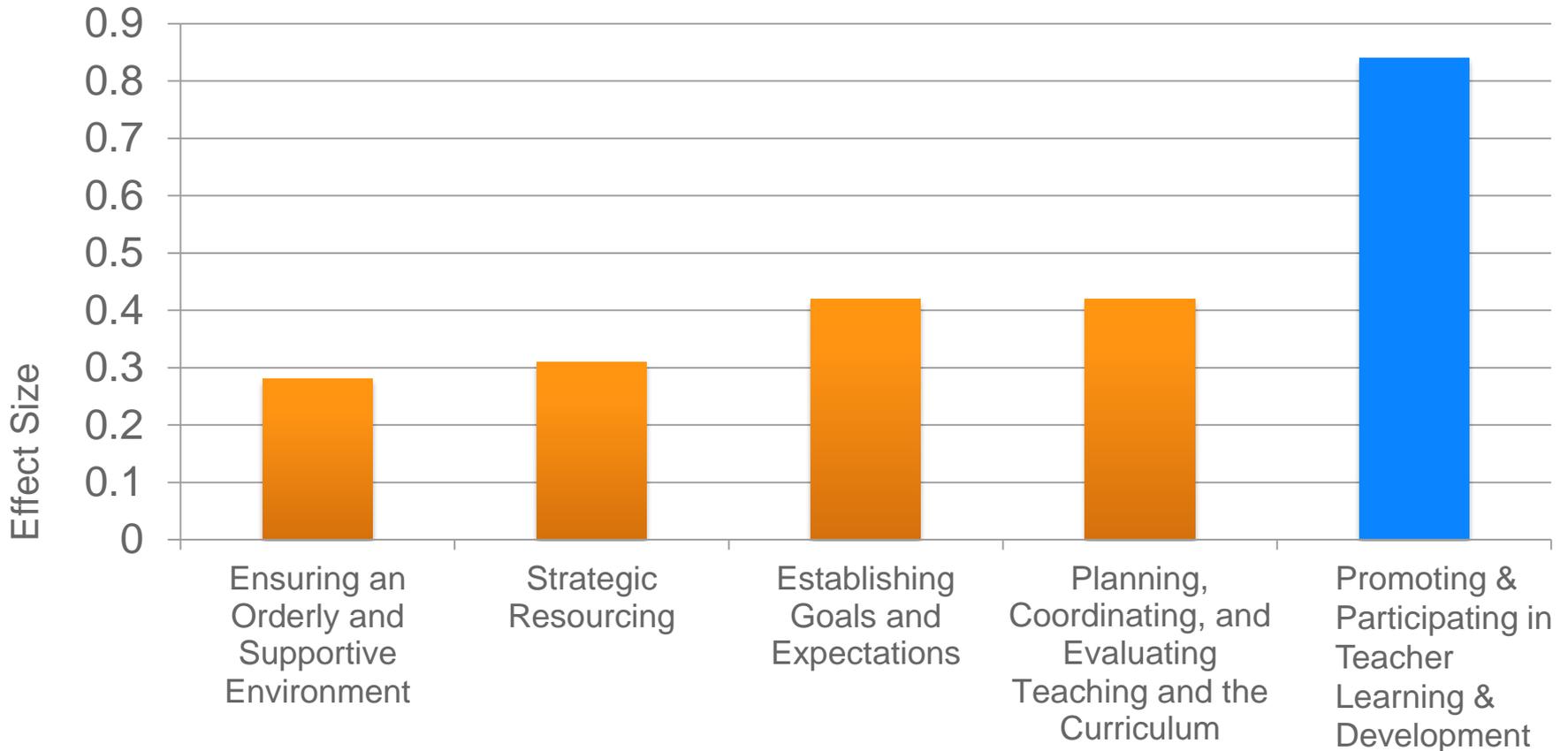
1. Participants will develop or adjust their own approaches for providing high quality verbal feedback to teachers within their school context that will foster collaboration and teacher growth in the service of student learning needs.
2. Participants will personalize scheduling and delegation strategies for managing observations, sharing feedback to teachers, and writing evaluation reports.
3. Participants will analyze strategies for making high quality Summative End of Year Conferences both feasible and valuable.
4. Participants will engage in professional, solution oriented conversations, sharing and gaining strategies to support their own and their colleagues' implementation of the teacher evaluation and development system.

# Agenda

1. **Opening and Welcome**
2. **Sharing Feedback Strategies**
3. **Scheduling & Delegation *or* Summative End of Year Conferences**
4. **Solutions Based Protocol**
5. **Closing and Feedback**

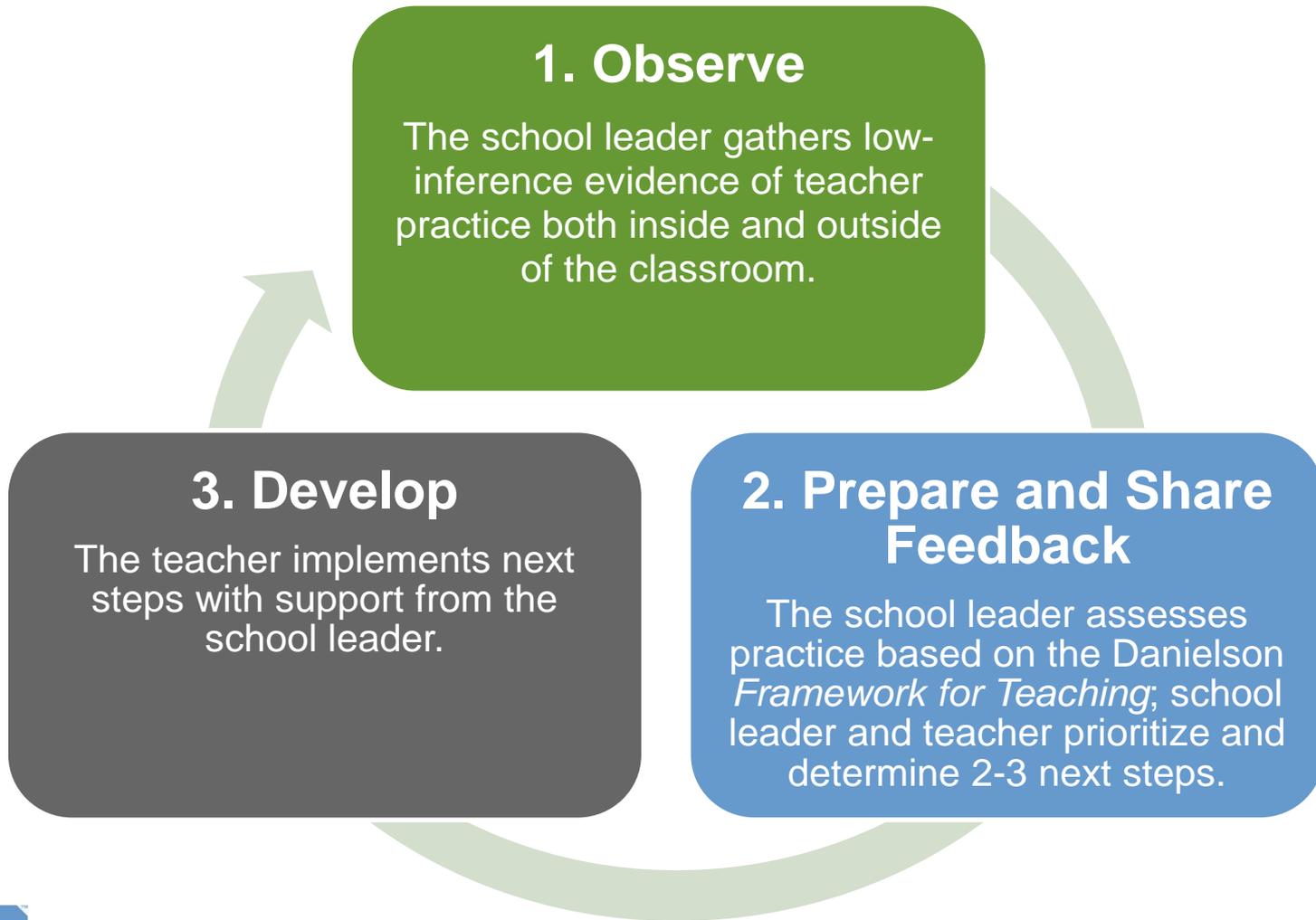
# Leadership and Student Outcomes

## Effect of Supervision on Student Outcomes



Source: Robinson, V. M. J., Lloyd, C.A., & Rowe, K. J. *The Impact of Leadership on Student Outcomes: An Analysis of the Differential Effects of Leadership Types*. 2008.

# A collaborative cycle of observations and feedback drives professional conversations and teacher growth.



# Feedback Strategies: Resource Share Protocol

## Tools

- *PEACE Academy Case Study*
- *Sharing Feedback: Strategies to Support Collaborative Conversations*



## Protocol

1. Surface obstacles (3 min.)
2. Review resources, considering questions 1—3 on the graphic organizer (7 min.)
3. Develop solutions (4 min.)

# Resource Share Protocol: Round Two

## Scheduling & Delegation

### Tools

- *Strategy for Completing Observations*
- *Observation and Feedback Calendar*
- *Strategies for Prioritizing and Managing Teacher Effectiveness Work*

## Summative End of Year Conference

### Tools

- *At a Glance: Best Practices for Summative End of Year Conferences*
- *End of Year Teacher Self Reflection*
- *MOTP Policy Guidance for EOY Requirements (excerpt)*



# Resource Share Protocol

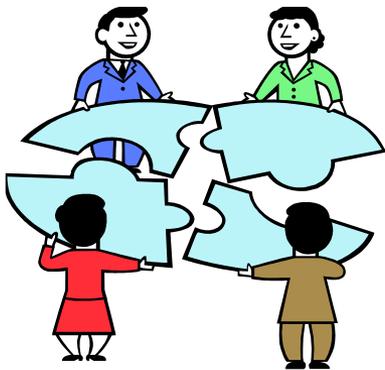


## Protocol

1. Surface obstacles (3 min.)
2. Review resources, considering questions 1—3 on the graphic organizer (7 min.)
3. Develop solutions (4 min.)

# Solutions Based Protocol

Group yourselves based on the number one roadblock you identified at the beginning of the session.



1. Determine the root causes for this obstacle.  
(8 minutes)
2. Brainstorm possible solutions on chart paper.  
(9 minutes)
3. Choose a strategy you plan to try, and discuss why you think it will work in the context of your school.  
(8 minutes)

# What worked for you today?

On a Post-it, please share one thing from today's session that worked well for you as a learner, and post it on the Element of Adult Learning to which it best aligns.

*Thank you!*