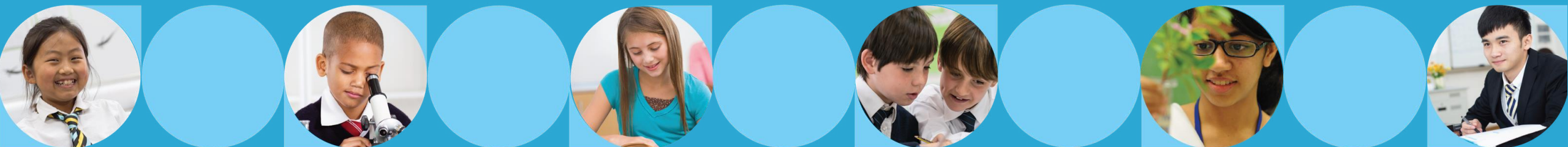


Using focused observations and purposeful feedback to improve teaching and learning

Dr. Laura-Lee Morin

Senior Education Manager – North America

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Welcome and Introductions



Quick Poll: Who do we have with us today?



Cambridge Schools Conference, Orlando, 23-24 June 2023

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Our Learning Objectives

- ▶ Explore current observation processes and conduct a gap analysis
- ▶ Identify ways to change the narrative around observations and how we conduct them
- ▶ Explore how we can incorporate more collaborative dialogue and purposeful feedback into the process to improve teaching and student learning
- ▶ Identify ways to incorporate this practice beyond one observation at a time

What do some experts say about the observation process?

“

Reframing teacher evaluation from a process that is done 'to' teachers to a process that is done 'with' teachers begins with a commitment to collaboration.

Arell Schermerhorn
Education Week

“

A great observation results in a conversation that creates a positive change in teacher performance.

PJ Caposey
Education Week

“

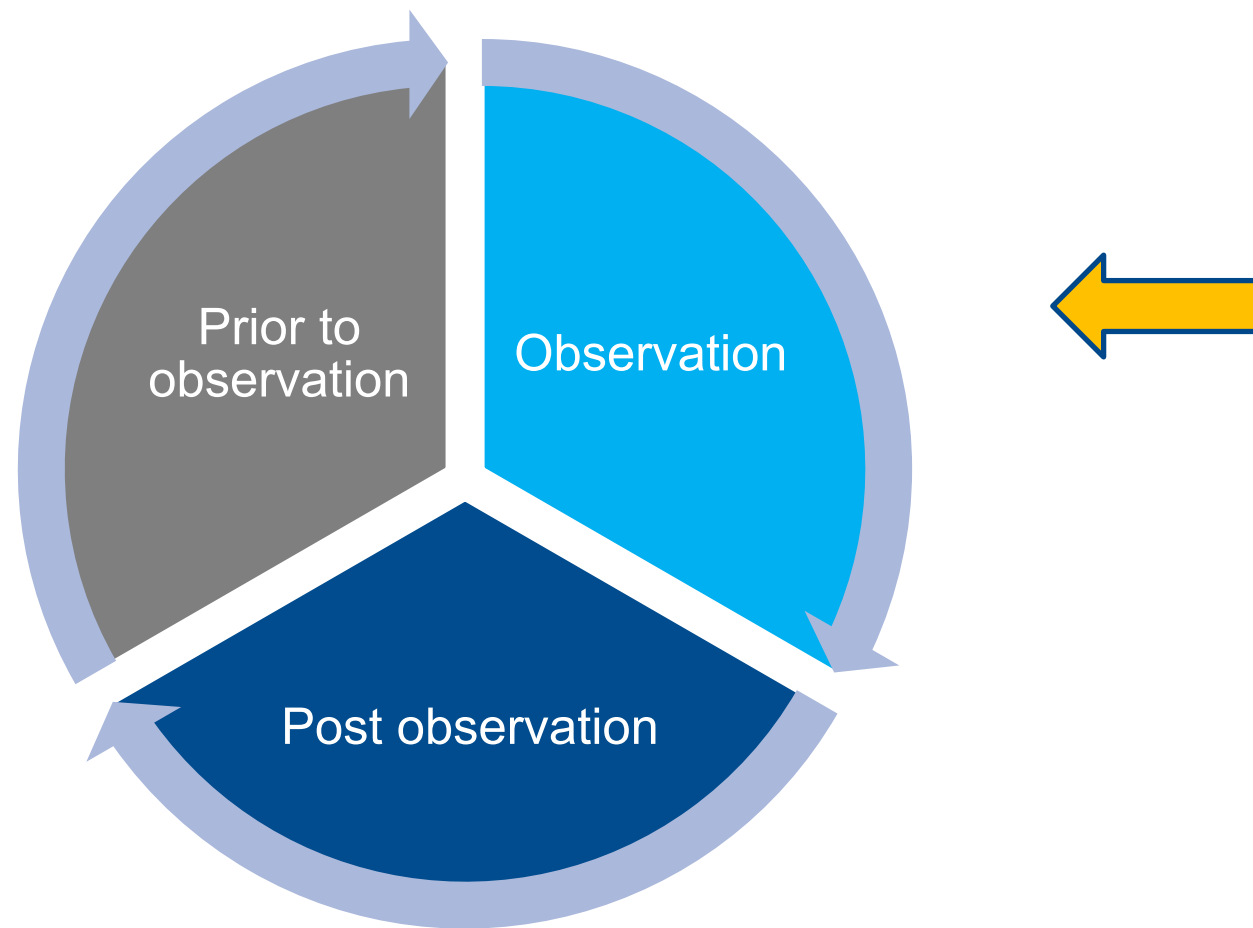
Feedback is the fertilizer of professional learning.

Ann Mausbach
Education Week

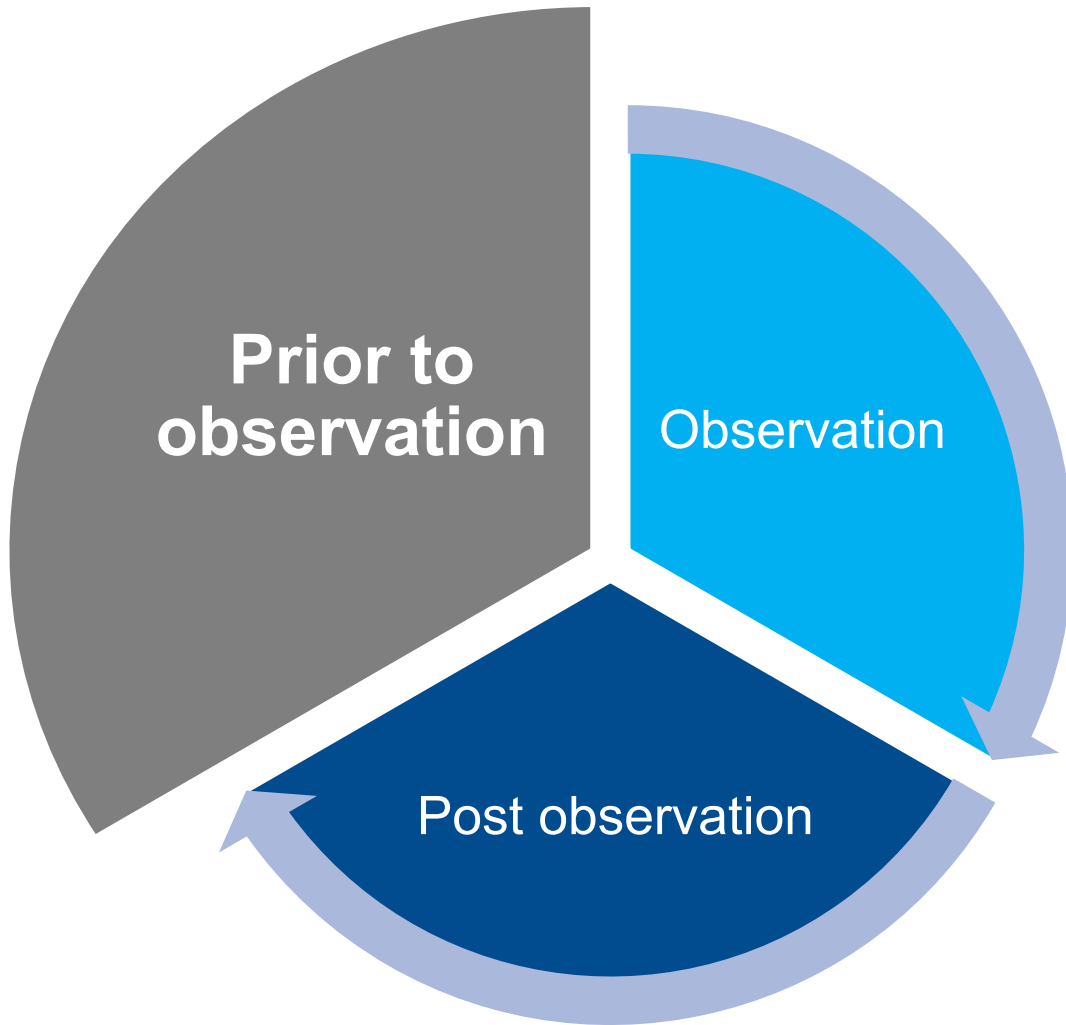
Reflection: The Observation Process

What are you currently doing well?	What areas would you like to approach differently?

The Observation Process



Prior to Observation



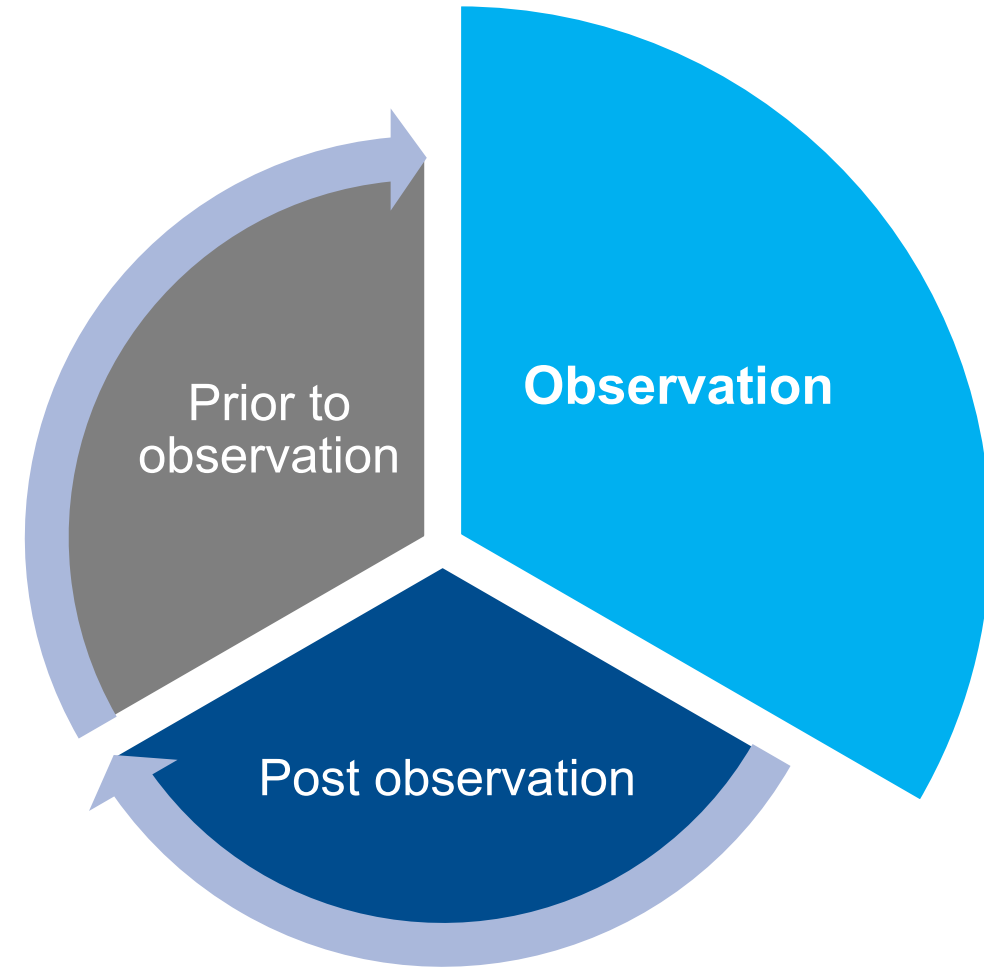
- ▶ **Teacher choice in observation time**
- ▶ **Pre-Observation Conference**
 - Trust building
 - Familiar with the lesson
 - Context of the larger unit
 - Teacher goals
 - [Collaborative dialogue](#)
- ▶ **Work on Changing Culture**
- ▶ **Training on Rubrics**
 - ▶ Administration
 - ▶ Teachers
- ▶ **Observation Calibrations**
- ▶ **School wide focus**

Observation

▶ Open-mindedness

▶ In-Class Data Collection

- Observer dedicates time without interruption to the process
- Records details that can support their later feedback
- Acts as in a participatory role, not as a student
- Making sure to actively look for evidence in the domains selected
- Time spent in classroom observation
- Regardless of what happens, thank the teacher



Considerations:

How will you record the evidence?

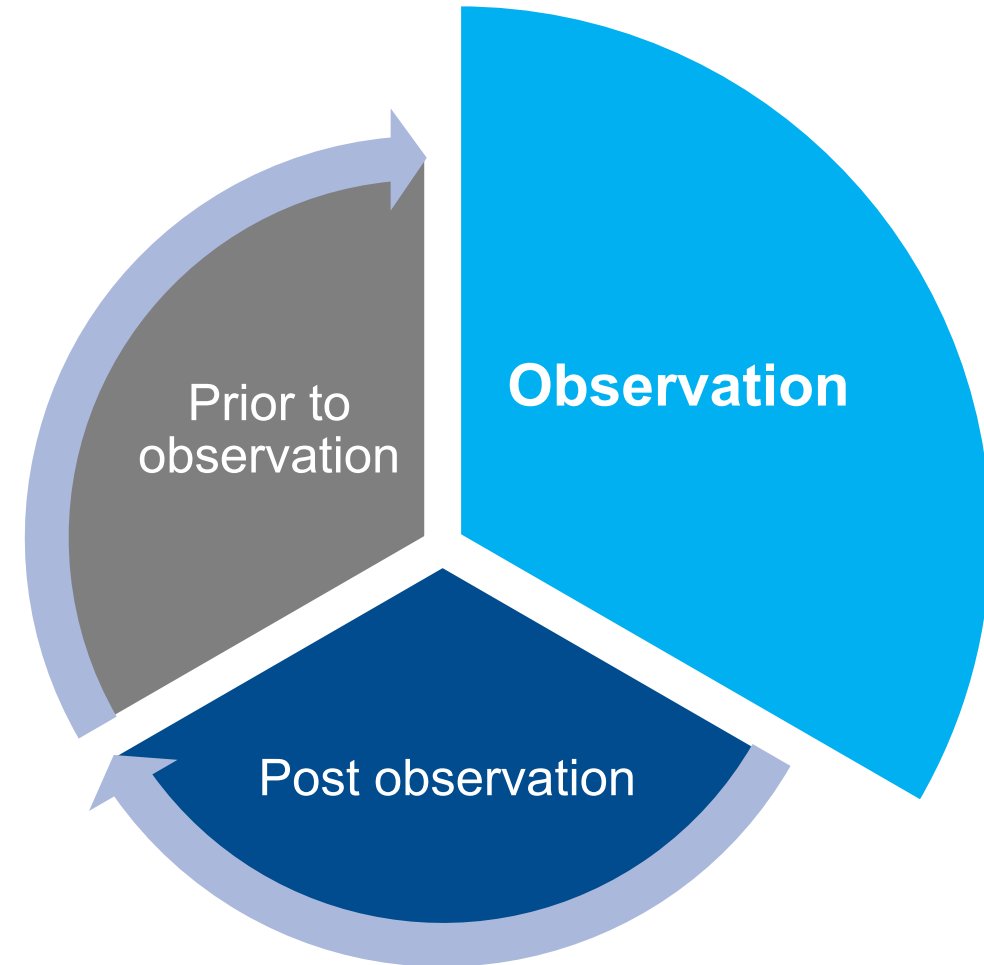
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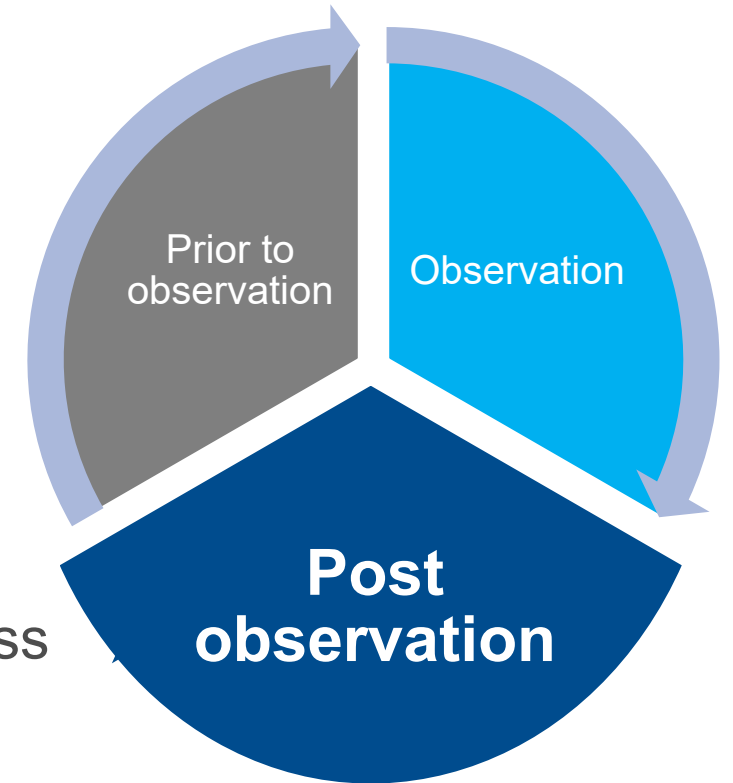
How will you record the evidence?



Post Observation

Post-Observation Conference

- Collaborative dialogue
- Intentional structure
- Teacher reflections
- Teacher self-scoring
- Observer notes/form mostly completed
- Observer has pre-planned questions
- Observer has identified strengths and areas of growth to discuss
- Feedback is purposeful
 - All comments are stated as a teacher behaviour with focus on impact on student learning



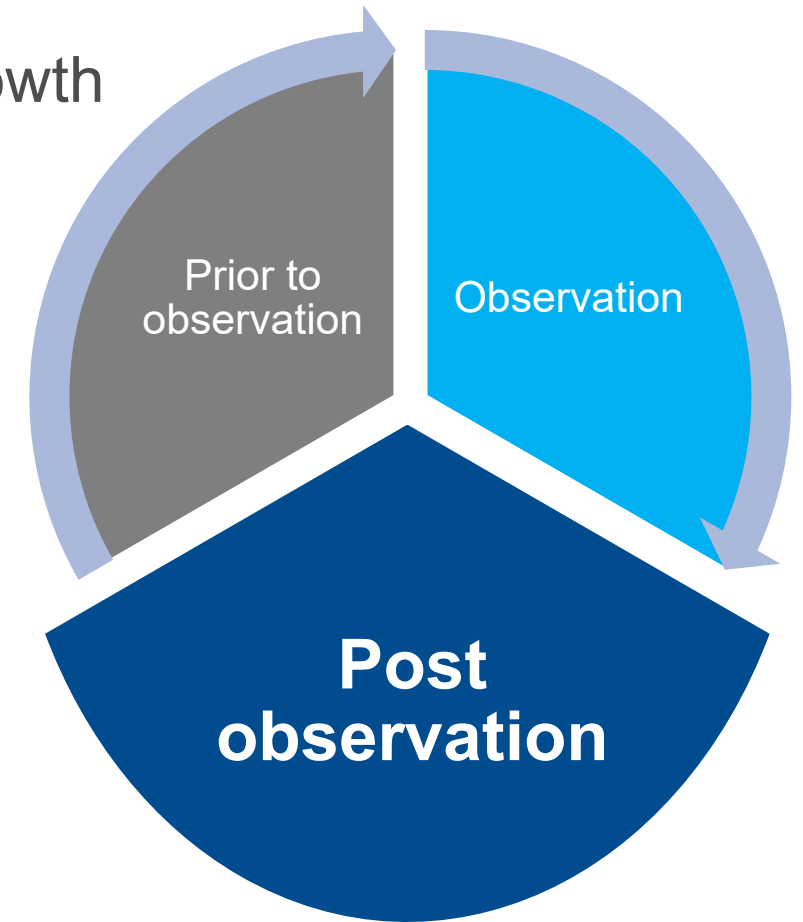
Post Observation

▶ The Growth Plan

- Collaborative plan setting forth 1-2 target areas for growth
 - Clear success criteria
 - Agreed upon specific strategies
- Resources provided
- Achievable timeframes
- Goals focused on impact on student learning

▶ Follow up / Check In

- ▶ **Use observation data to identify areas for district/school PD.**

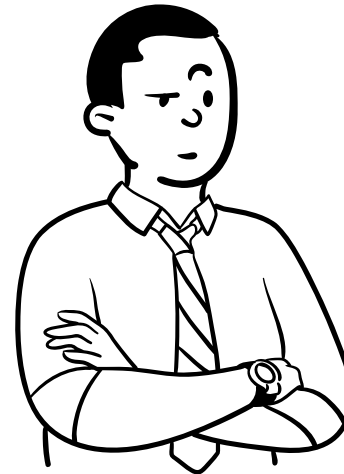


What do you think a collaborative dialogue....

▶ looks like?



▶ sounds like?



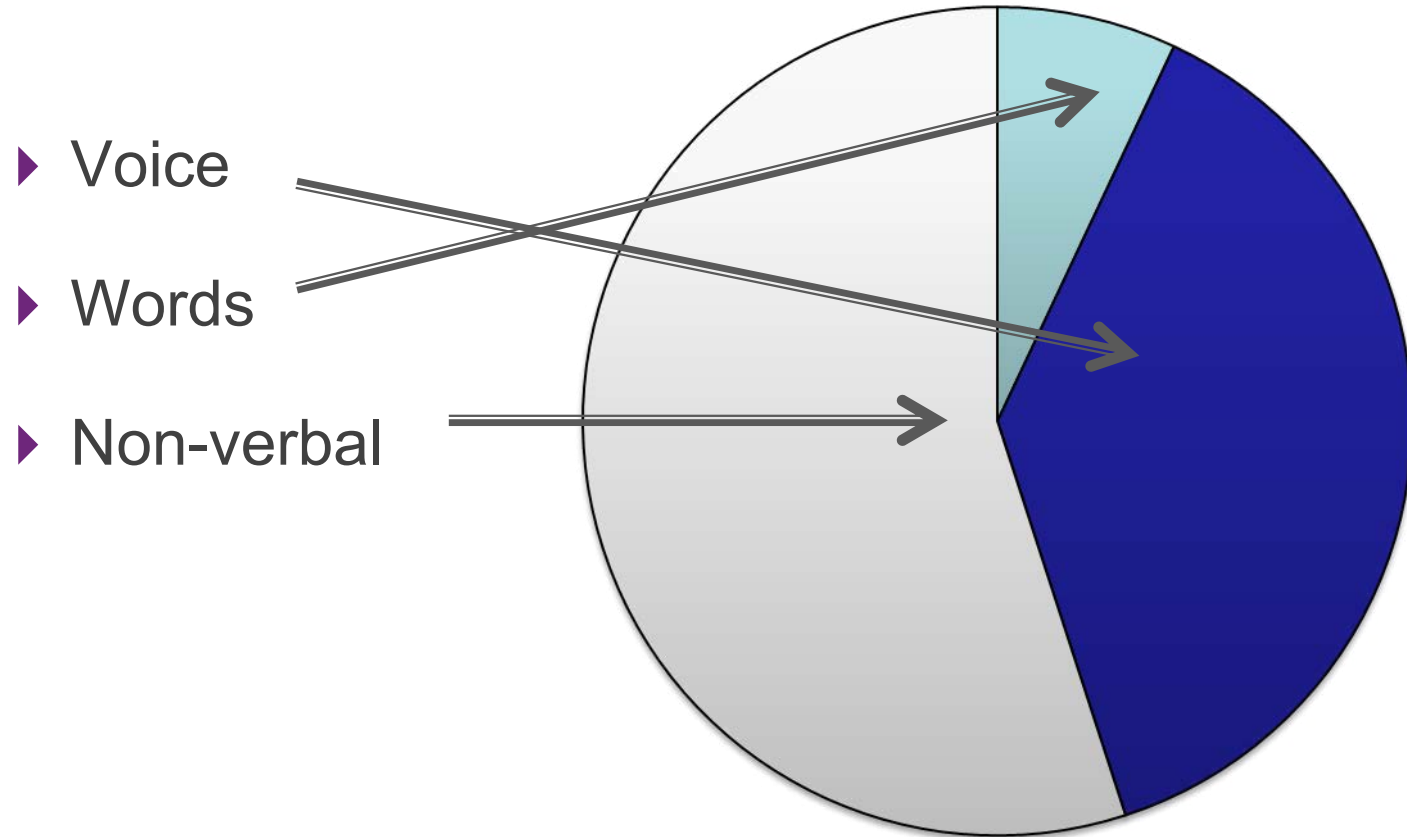
▶ feels like?

Attributes commonly associated with collaborative conversations:

- ▶ Active listening
- ▶ Willingness to be wrong
- ▶ Ask open-ended questions
- ▶ Being respectful of other's points of view
- ▶ Look for pieces you can agree with/on (common ground)
- ▶ Intentional structure
- ▶ Safe environment
- ▶ Being prepared
- ▶ Having a shared common goal
- ▶ Open-mindedness
- ▶ Clear outcome or next steps
- ▶ Equal participation
- ▶ Engaged in critical thinking together



Communication



Other general tips for post-observation collaborative dialogue

Directly involve the teacher in creating the solution so that we maximise building on individual strengths

- “What part of the activity could be altered to promote [x]?”
- “What strategies could you use to incorporate more [x] into your lesson?”
- “In the past, I’ve found X useful; how could you adapt this/ try it out in your own way?”

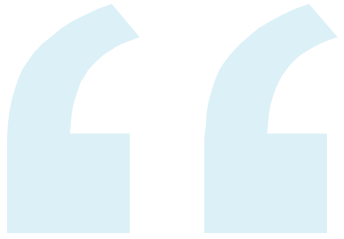
- ▶ Prior to the post conference know the area you want to develop further
- Idea of Purposeful Feedback
 - ▶ Aligned with improvement area
 - ▶ Collaborative goal setting
 - ▶ Actionable and achievable

Other general tips for post-observation collaborative dialogue

- ▶ Open to risk taking and okay with failures
- ▶ Don't focus on the score but on the development
- ▶ Focus on the impact on student learning
- ▶ Practice self-reflection
- ▶ Be self-aware
- ▶ Build on ideas of others
- ▶ Anticipate unintended consequences
- ▶ Practice humility
- ▶ Take the perspective of others
- ▶ Norms



What do the experts say a collaborative learning cultures?

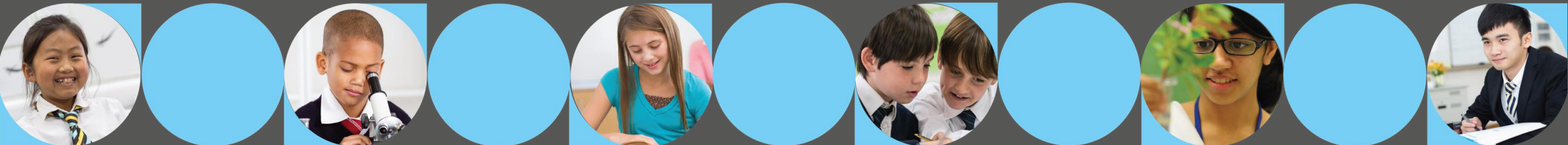


The goal of a collaborative learning culture is to build communities of teachers who continuously engage in the study of their craft; develop the shared language and common understandings necessary to pursue collegial study of new knowledge and skills; and provide structure for follow-up and follow-through.



Moss, C and Brookhart, S., 2015

How do you think coaching
relates to the collaborative
dialogue process we just
discussed?



Think like a coach!

- ▶ Coaches look at players' performance with the intent of making them better at something they love to do.
- ▶ Coaches focus on skills and give feedback that is timely and specific.
- ▶ Great coaches communicate about what a player is doing right, as much as what needs to be improved.
- ▶ Coaches don't try and address everything a player needs to do; they focus on one or two at a time.
- ▶ Most importantly, coaches take time to talk about what a player's strengths are.



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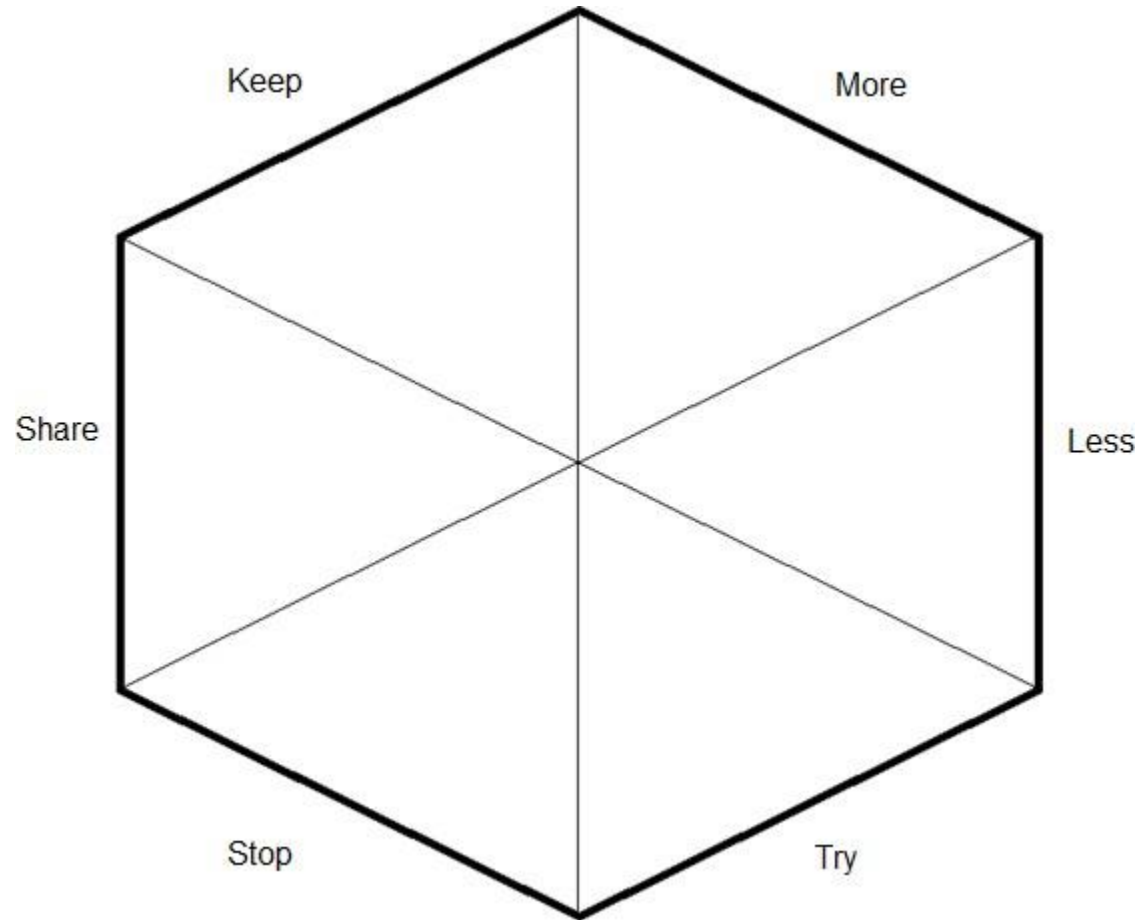
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What is the best way to find a resource to support their goals?

- ▶ Ask other teachers to model
 - ▶ Conduct Learning Walks, Use Peer Coaching, Critical Friends Groups, Demonstration Teachers
- ▶ Ask other leaders if they have an idea
- ▶ Professional Development events, journals, online resources
- ▶ Build a toolkit – remember that sometimes a single resource can address more than one domain in the rubric
 - ▶ ex. Questioning can help with engagement and formative assessment and reflection



Reflection: Review Hexagon



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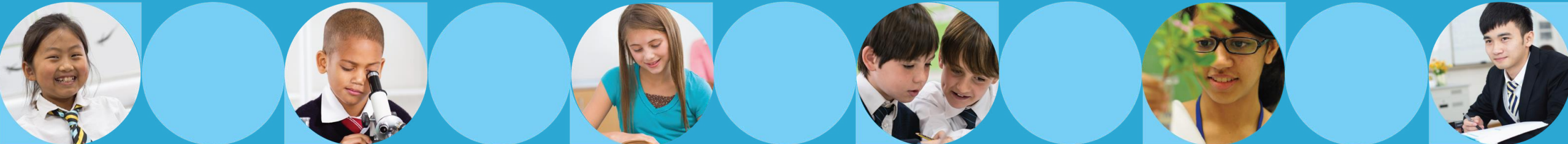
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Thank you
Any questions?



Your feedback

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