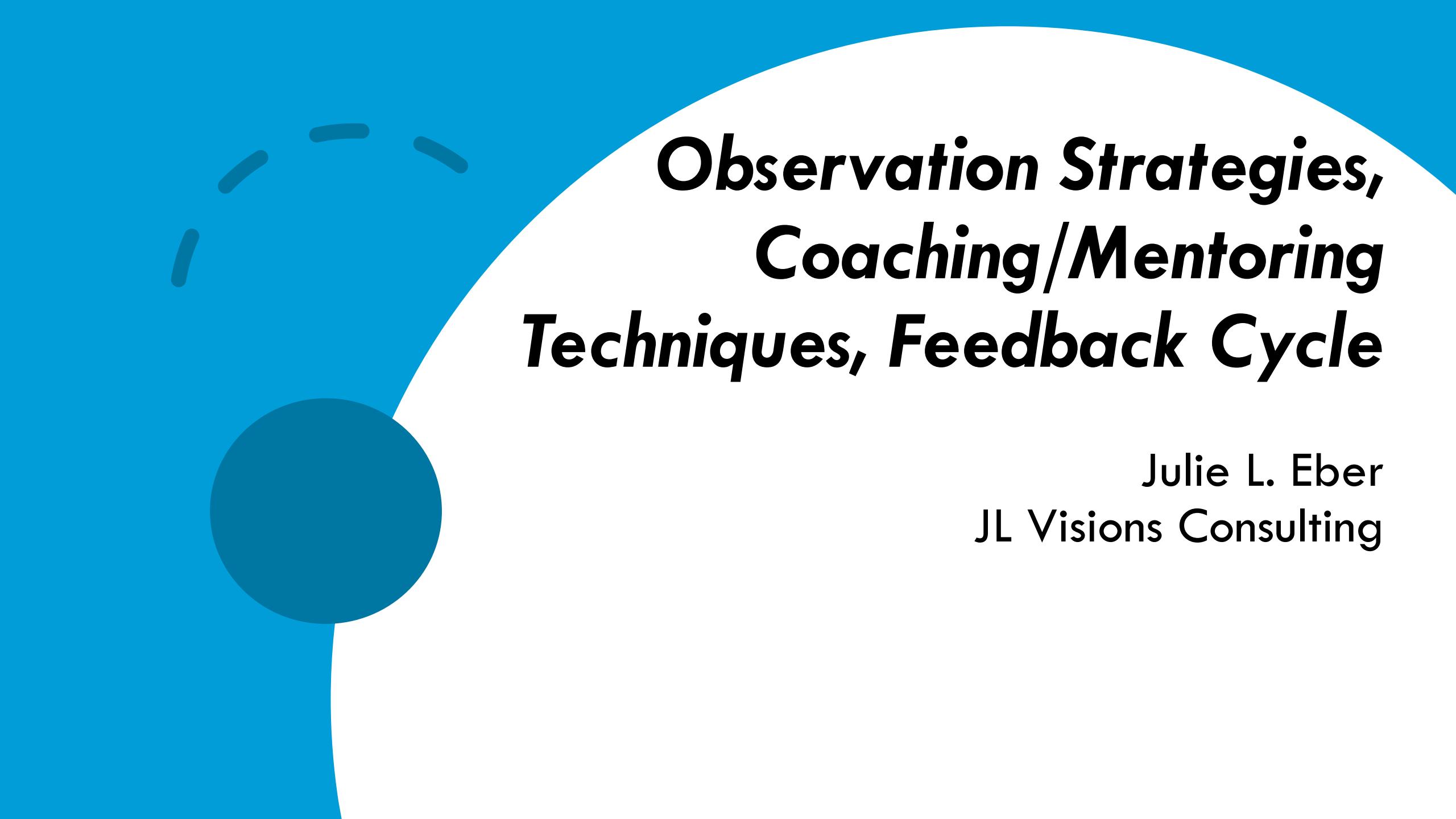




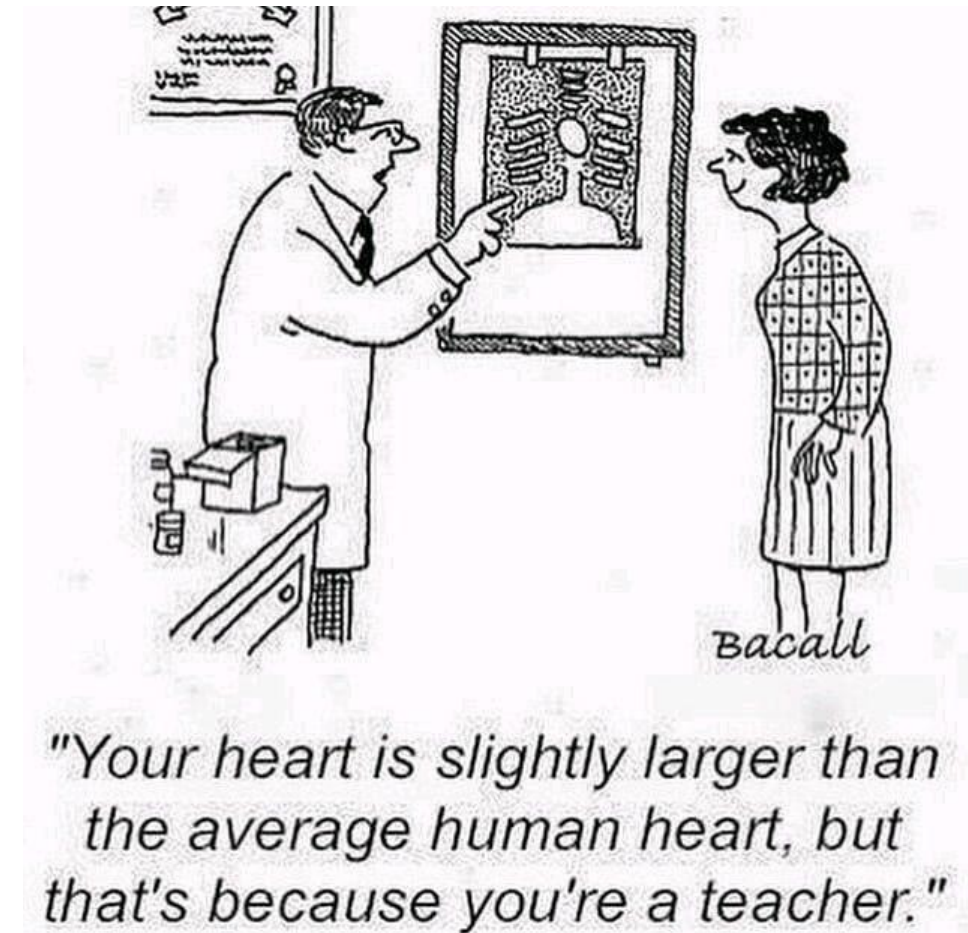
Observation Strategies, Coaching/Mentoring Techniques, Feedback Cycle

Julie L. Eber
JL Visions Consulting

Webinar Outcomes

- To have a better understanding regarding observation strategies to increase teacher performance and student learning.
- Learn ways to coach and how to deliver productive feedback.
- Gain understanding about to give productive feedback and how to implement all these in your building.







What is Meaningful Coaching and Mentoring?

- “Meaningful coaching and mentoring” refers to a supportive relationship where a coach or mentor actively engages with an individual, going beyond just providing advice to truly understand their needs, challenges, and aspirations, fostering personal and professional growth through deep listening, tailored guidance, and a focus on building meaningful connections and development opportunities.

This looks like:

- Active listening
 - Working together on a common goal.
 - A coach “uses tools of reflective questioning, pausing, paraphrasing and probing for specificity”.
- 



Benefits of Instructional Coaching

- Individualized Support
 - Improved Instructional Practice
 - Increased Confidence
 - Professional Growth
 - Improved Student Learning
 - Relationship Building
 - Collaboration
- 



Key Elements of Meaningful Coaching and Mentoring

Personalized approach:
Tailoring coaching/mentoring to the specific needs, goals, and learning style of the individual.

Active listening:
Paying close attention to the mentee's concerns, thoughts, and feelings to fully understand their perspective.

Empowering questions:
Asking open-ended questions that encourage self-reflection and critical thinking to identify solutions.

Positive feedback:
Providing constructive feedback that focuses on strengths and areas for improvement while maintaining a supportive atmosphere.

Goal setting:
Collaboratively defining clear and achievable goals to track progress and measure success.

Role modeling:
Demonstrating desired behaviors and attitudes through personal example.

Building trust:
Establishing a safe space for open communication and vulnerability.

Continuous support:
Offering ongoing guidance and encouragement throughout the development process.





Coaching Cycle

Planning

Observation

Reflection

Goal Setting (before and after)

Coaching vs Feedback

Feedback is a reactive, one-way delivery of information about past performance, while coaching is a proactive, two-way developmental process that uses questions to help the teacher find their own solutions for future growth.

Ex: Feedback is like a GPS that corrects your course, where coaching is a guided tour that empowers your own journey.

Promoting Reflection- find a quote about success of teachers and their level of reflection, how to encourage and promote reflection

Coaches are there for support to guide and instruct. Relationship is built to work together as a team.



An abstract composition of various geometric shapes. It includes a large blue circle at the bottom left, a blue semi-circle in the center, a green circle at the top right, a green outline of a triangle at the top left, a green outline of a circle on the middle left, a green outline of a square at the bottom right, and several small green dashes scattered in the lower middle area.

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Feedback

Characteristics of Effective Feedback

Specific – Concrete examples and usable

Actionable-Clear and usable

Timely – Meet right after the observation or that day.

Constructive – Help the person grow and develop

Scheduling and structuring observations

- Give time for improvements between formal observations

- Set purpose for drop-in to collect data over time over multiple days.

Quick ways to give feedback

- Sticky notes

- Email



Crafting Coaching Questions



Pose questions that are thought-provoking, challenge underlying assumptions, invite creativity, give energy, and bring awareness of the fact there is something to explore.

When crafting questions....

- Listen to yourself to catch poorly designed questions; pause and rephrase them.
- Include "why," "what" and "how" because they require more thoughtful responses than those that begin with "who," "when," "where" and "which."
- Avoid questions that can be answered with a "yes" or "no."

Question Stems

- As you think about _____, what first steps do you have in mind?
- What might be an alternative to _____?
- In what ways might _____ benefit your participants?
- What might be done to maximize _____?
- What are some things you want to keep in mind as you _____?

Coaching for Teacher Agency

Gradual Increase of
Responsibility Conferencing
Plan

[https://tinyurl.com/GIR-
Conferencing-Plan](https://tinyurl.com/GIR-Conferencing-Plan)

From Vicki S Collett from
the University of Arkansas

Observations Strategies



TYPES OF
OBSERVATIONS



WHAT CAN YOU
OBSERVE



DATA COLLECTION
TOOLS

Types of Observations

Formal:

- Scheduled, set number of times a year, all or most subjects, full lesson
- Observe specific teaching techniques and skills
- School goal driven, follow up from professional development, personal goals
- Comprehensive Evaluation
- Full observations cycle

Informal: Walk through, Pop in

- Purpose is to get a glimpse of what is happening in the classroom to better support and provide professional development and work towards school goals
- Learning walk, part of a lesson only
- Lower stakes environment

Peer Observations

- Follow up on team goals, share feedback and best practices
- Model a specific type of teaching strategy that may be new





What can
be
observed?

Effective Classroom Management

Positive Classroom Culture and Climate

Questioning Techniques

Learning Environment

Instructional Techniques including Differentiation

Content Delivery/Pedagogy

Collaboration and Engagement

Reflective Learning

Knowledge of students and use of data



Data Collection Tools

- Running records:** Detailed, sequential accounts of a teacher's behavior.
 - Checklists:** Quick lists of specific behaviors or skills to be observed.
 - Frequency counts:** Recording how often a particular behavior occurs within a set time frame.
 - Anecdotal records:** Short, objective notes on specific incidents or behaviors. All non-judgmental.
Record what you observe. Ex: 5 students raised hands, 3 students out of seats
- Informal and quick feedback:** Sticky note, email

Goal Setting

SMARTER Goals

- Measurable: Easy to see the result so we are not frustrated. Must be reachable.
- Attainable: Make us stretch and motivate us.
- Results-Based: Lets us explore the impact of the goal we are making.
- Time-Bound: Specific time period
- Equitable: Addresses the needs of those who are not achieving.



Example

Teacher will increase the use of attention getters in all subject areas and during transitions.

Measurable: A variety (2-3 types) of attention getters will be used to increase student engagement and thus learning. These will be used before, during and after lessons.

Attainable: Coach will track what attention getters are being used and the success of these to then share with the teacher through observations.

Results based: Students are responding to the attention getters and staying focused after they are implemented.

Time Bound: Teacher will practice attention getters for two days before Coach comes in to observe and collect data.

Equitable: If the goal is not attained, more co-teaching/modeling will occur after observations to see what is occurring.



A decorative graphic featuring a large blue circle on the left containing the text 'Getting Started – Taking Action'. To the right of this circle is a list of four bullet points. The background is white with scattered green and blue geometric shapes, including circles and lines, some of which are partially cut off by the edges of the frame.

Getting Started – Taking Action

- Who can be the Mentors/Coaches in your building?
- What is your role vs role of others? Can you do both?
- Who evaluates and gives feedback? Can this overlap with the same person?
- How will it be communicated to teachers? Which teachers?

Take Away Tools

- Add in Observational Tools, Data Collection Tools

Choose Joy!

Don't wait for things to
get easier, simpler,
better. Life will always be
complicated. Learn to be
happy right now. Otherwise,
you'll run out of time. ❤️

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JL Visions Consulting

Julie L. Eber

- Educational Consultant
 - Mentor and Coach
 - Strategic Thinking
 - Staff Developer
 - Education Thinking Partner
-
- Jlvisionsco@gmail.com

