

SUPPORTING EDUCATORS THROUGH MEANINGFUL POST OBSERVATION FEEDBACK



CESA 6
GROWTH &
DEVELOPMENT CENTER
Home of the Effectiveness Project

If feedback is the primary driver of educator growth, it is important that educator evaluators continually hone their skills at providing feedback through collaborative coaching conversations. In order to maintain growth and development in the necessary skills to conduct effective post observation conferences, the evaluator must receive feedback from an observer who is focused on the actions and dialogue of the evaluator.

Contact CESA 6
for more
information

Outcomes:

Administrators will improve the quality of feedback provided to educators through training, observing, reflecting and participating in collaborative coaching conversations related to post observation educator conferences.

Process:

1. **Training:** Administrators participate in a learning experience that focuses on the collection of observational evidence that leads to meaningful feedback delivered to the educator in a collaborative coaching manner resulting in professional growth.
2. **Tandem Observations:** Intended to help school leaders improve observation and evidence collection skills, CESA 6 consultants conduct formal and/or informal classroom observations alongside the evaluator. Debriefing sessions allow for comparison of observational data collection and discussion of how to apply the evidence to foster educator growth.
3. **Post Observation Planning:** CESA 6 consultants collaborate with the administrator to intentionally plan the post observation conference that will elicit educator voice through the use of a collaborative conversations approach.
4. **Evaluator Feedback Coaching:** CESA 6 consultants observe the post observation conference and explore strengths and areas for growth related to meaningful feedback with the evaluator.