The Power of Effective Feedback

Using CLASS™ Observations as a Catalyst for Professional Growth
Welcome!

Your role in education?

• Teacher or care provider
• Center director
• Education manager
• Program director
• Coach or technical assistance provider
• Teacher educator
Knowledge of the CLASS™ measure and related resources?

- New to the CLASS measure
- Know a little
- Use occasionally
- Use frequently and feel comfortable with the CLASS lens and language
What’s it all about?

• Improving teacher-child interactions
• Evidence-based
• Research to practice
• Birth through grade 12
Objectives

• Understand the need for observation protocols to be aligned with feedback goals

• Explore recommendations for and characteristics of effective feedback

• Compare recommendations to current approaches within your program; identify areas of strength and areas for growth

• Explore models and methods for providing feedback
The Importance of Interactions

How do effective interactions influence learning?
Interactions Matter
Stronger vocabulary and reading outcomes lead to increased math achievement, higher CLASS scores, greater student behavioral engagement.
teacher

- stronger vocabulary and reading outcomes
- increased math achievement
- greater student behavioral engagement

CLASS Teachstone
Review

What do you recall about the ways effective interactions are organized by the Pre-K CLASS tool?
Organization of the Pre-K CLASS Tool

Domains

- Emotional Support
- Classroom Organization
- Instructional Support
Organization of the Pre-K CLASS Tool

Domains

- Emotional Support
  - Positive Climate
  - Negative Climate
  - Teacher Sensitivity
  - Regard for Student Perspectives

- Classroom Organization
  - Behavior Management
  - Productivity
  - Instructional Learning Formats

- Instructional Support
  - Concept Development
  - Quality of Feedback
  - Language Modeling
Data-Collection Models

What are the best ways to approach CLASS observations in order to provide feedback to teachers?
Planning Data Collection

classroom

program

region
Planning Data Collection
Planning Data Collection
Planning Data Collection
Planning Data Collection
Planning Data Collection
Planning Data Collection

classroom

program

region
Providing Feedback to Teachers

What strategies should we use to build a foundation for teachers’ professional growth?
Your Feedback Approaches

When we provide feedback, we ...

That’s similar to what we do, but ...
Goal: Connect Observations with Professional Growth
Characteristics of Effective Feedback

- Descriptive
- Aligned
- Objective
- Actionable
Characteristics of Effective CLASS Observation Feedback

- Descriptive
- Aligned
- Objective
- Actionable

- Supportive
- Builds on strengths
Feedback Examples

• You demonstrated positive communication when you congratulated Sarah. You said, “Great job building a very tall tower!” and Sarah smiled after your comment.

• You used parallel talk as children colored pictures of farm animals. You said, “You’re coloring the horse’s mane with a brown crayon.”
Feedback Examples

• Three children sitting at the art table ran out of materials, and it took about five minutes before you were aware and responsive to the situation. During this time, the children were not engaged in the activity.

• During story time, you asked few open-ended questions but rather focused on closed questions, such as “What color is the bird?” Children had little opportunity to use language during this lesson.
Recommendations

1. Provide teachers with information.
2. Plan ahead.
4. Cover key topics.
1 Provide Teachers with Information

- Importance of effective interactions
- Structure of the CLASS framework
- Reasons for the upcoming CLASS observation
- How CLASS observations work
Plan Ahead

- Study the score report and observer comments.
- Schedule a meeting with the teacher.
- Plan comments, following recommended practices.
- Focus on growth.
3 Bring What You’ll Need

- CLASS Dimensions Guide
- CLASS Manual
- Video clips (if video observation)
- Copy of score report
4 Cover Key Topics

- Importance of effective interactions
- Structure of the CLASS framework
- CLASS observation report
- Areas of strength and areas for growth
- Improvement plans
Scores? Ranges? Neither?

Considerations

• What is the level of CLASS knowledge?
• How many observation cycles did you conduct?
• What are the characteristics and culture of your staff?
• Do you have comparison values?
• If you share scores, what other information will you share?
Logistical Recommendations

When should we provide feedback?

- When doing so is part of data-collection goals and plans
- When teachers have prior knowledge of the CLASS measure
- When classrooms were observed individually

Who should provide feedback?

- Nonsupervisory staff whenever possible
- Those with relationships with teachers
- Those with in-depth CLASS knowledge
Let’s Practice!

How do we apply these recommendations to our programs’ needs?
Planning and Providing Feedback

1. Watch the video, noting specific interactions as they occur.

2. Review the fictionalized scores provided.

3. Based on the scores and your video observation notes, plan the feedback you’ll provide to this teacher.

4. Discuss or role-play provision of feedback in small groups.

5. Share your ideas with the whole group.
Prepare to Cover Key Topics

Using your observation notes and these scores, outline talking points for each item:

1. Importance of effective interactions
2. Structure of the CLASS framework
3. CLASS observation report
4. Areas of strength and areas for growth
5. Improvement plans

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<thead>
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<th>Emotional Support</th>
<th>Classroom Organization</th>
<th>Instructional Support</th>
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The CLASS System

What resources are available to help us provide effective feedback and support teachers’ professional growth?
using the CLASS™ System
The CLASS System

effective teacher-child interactions
The CLASS System

- **Learn**: about the CLASS framework
- **Measure**: effective teacher-child interactions
- **Improve**: teaching and learning

Use the CLASS System to Increase Learning
Learn about the CLASS framework
A Foundation for Improvement

Dimensions Guide

Introduction to the CLASS Tool
Measure
effective
teacher-child
interactions
Fair and Accurate Data

CLASS Observation Training
CLASS Train-the-Trainer Program
CLASS Double Coding
CLASS Calibration
Improve teaching and learning
Evidence-Based Resources

- Video Library
- CLASS Discussion Toolkit
- CLASS Feedback Strategies
- Instructional Support Strategies
- MyTeachingPartner™ Coaching
- MMCI
- Looking at CLASSrooms
- Making the Most of Classroom Interactions
Additional Thoughts

I’m curious about ...

I think it might work to ...
Keep in touch!

Teachstone
www.teachstone.com

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