

Targeted Feedback Cycle: Next Step Conversation

Conversations with a teacher are situated within a cycle of teacher learning. Therefore, there are multiple types of conversations. The purpose of the next step conversation is to follow up on implementation and to think through a next step with the teacher.

- The *primary* purpose of on-going classroom observations is not to judge the quality of teachers, but to find the most effective way to support teachers' growth.
- Frequent observation leads to *less*, not more, apprehension. (Moore, 2011)

Steps	Outline and Rationale	Questions, Stems and Frames
Set the context if needed. (1 minute)	Setting the context around targeted observation and feedback helps to make the purpose of the next step conversation transparent.	As you know, the way I'm observing and giving feedback is changing. The purpose of this conversation is to... By the end of the conversation, I hope we will...
Share evidence. (2 minutes)	Sharing 2-3 pieces of evidence from the observation around the teacher's area of focus confirms the teacher's current level of practice.	I noticed the following three things in relation to your area of focus... The work you did around ___ resulted in the following student learning...
Ask for teacher responses in relation to their area of focus and ask for teacher's next step. (2 minutes)	By tying the change in teacher practice to student learning, the principal is confirming the relationship between change in practice and student learning. This is also an opportunity for the teacher to share what they will do next.	What are you learning about the teaching practice you are engaged in? What are you noticing about your students? What's next?
<i>If teacher is unsure of next step:</i>		
Provide a next step if teacher didn't decide upon a next step. (2 minutes)	By providing specific suggestions or a next step, you are confirming the teacher's work and emphasizing continuous improvement. If a teacher is struggling to come up with a next step, go ahead and share your ideas.	Try this _____ tomorrow.
<i>Make sure you end the conversation with this:</i>		
Commit to follow up. (1 minute)	Close the conversation by setting up next observation or follow up plan.	Great. I'll see you ___ to see how the next step in your practice is going. Thanks!