

PROFESSIONAL DEVELOPMENT
DECISION-MAKING TO SUPPORT
UNDER-25 STUDENT SUCCESS
RESOURCES FOR TEACHERS

6

THREE-WAY TEACHING FEEDBACK

A COLLABORATIVE TEACHING OBSERVATION APPROACH



This resource is for you if you want to:

- ✓ Measure that the learning taking place is appropriate for student success
- ✓ Ensure effective teaching and review activities occur in order to identify where you can make changes in your practice to improve student outcomes
- ✓ Decide which learning and teaching professional development activities to engage in to improve learning for Under-25 students

This resource explains a six-step process that underpins collaborative three-way teaching feedback from the teacher, students and a trusted observer that helps teachers identify possible areas for change in their practice. This process is an important part of the Professional Development Decision-making Model.



Six-step model in action

Watch the six-step model in action here
www.youtube.com/watch?v=q9PtYOhomm4.

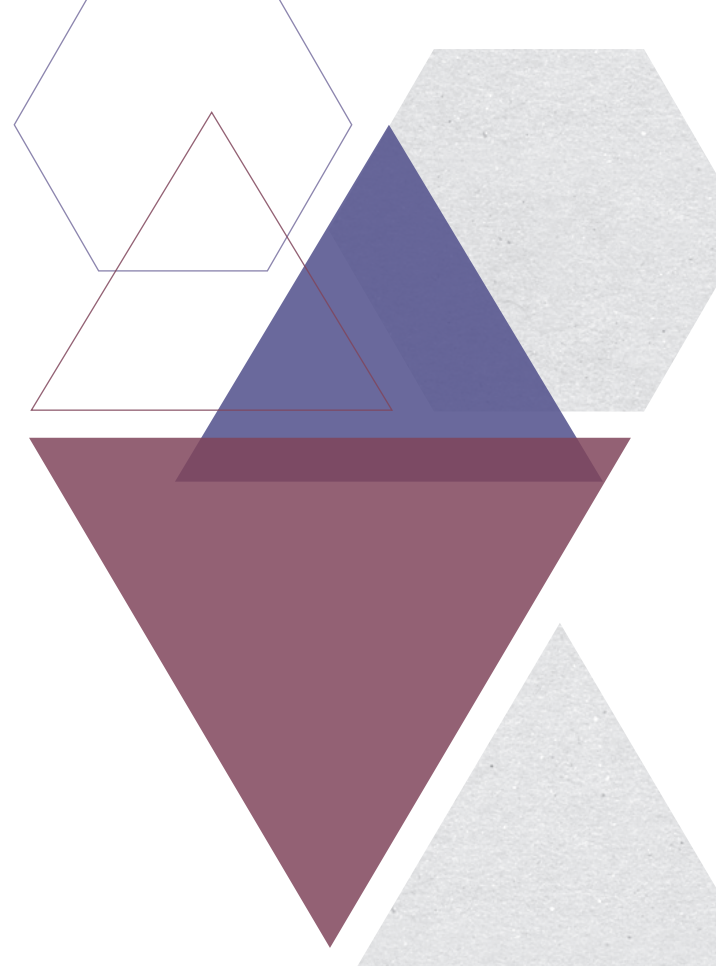
Below are two important considerations if the model is to be replicated or modified.

1. **Choice.** This process encourages teachers to take full responsibility for personal development choices based on observation and student feedback evidence.
2. **Trusted third party.** The person undertaking the observations and gathering student feedback is

seen as an integral part of the team. In the video example, the observer gained the trust and respect of the teachers and the students and was someone who could give positive and constructive feedback. The significance of this person being trusted by all involved is pivotal to the success of the process.

In the video example, the observer is a learning advisor working within a collaborative and cooperative professional development model.

STEP 1: PRE-OBSERVATION MEETING	<ul style="list-style-type: none"> • Observer (trusted third party) and teacher meet to: <ul style="list-style-type: none"> - Establish an understanding of the process - Determine the teacher's own teaching and learning goals - Make plans for the observation and follow-up meeting
STEP 2: OBSERVATION	<ul style="list-style-type: none"> • Observer conducts observation focusing on the teacher's own learning goals (50 minutes)
STEP 3: GATHERING STUDENT FEEDBACK	<ul style="list-style-type: none"> • Observer spends 10 minutes with the class (without the teacher) to gather student feedback: <ul style="list-style-type: none"> - What does this teacher do to support your learning? - How else could this teacher support your learning? • Students give anonymous written answers • Observer collates student feedback
STEP 4: FOLLOW-UP MEETING	<ul style="list-style-type: none"> • Observer begins the conversation by asking the teacher about the observed lesson: <ul style="list-style-type: none"> - What went well? - What would you do differently next time? • Observer shares their own findings and makes recommendations • Observer shares the student feedback, making connections with their own observations
STEP 5: ACTION PLAN	<ul style="list-style-type: none"> • With the observer, the teacher selects three aspects of their teaching to change based on the observation and student feedback • Teacher formulates a written action plan for changing these teaching aspects.
STEP 6: CLASS FEEDBACK	<ul style="list-style-type: none"> • Teacher (without the observer present) thanks the class for their feedback • Teacher informs students as to what will change (and what will not) as a result: <ul style="list-style-type: none"> - I will continue to ... - I will adjust my teaching to include ... • This feedback step is paramount to improving learning success. The commitment of the teacher to involving students as active participants in their own learning and the implementation of their action plan are essential elements of the whole process.



About this resource

This work was supported through the Ako Aotearoa National Project Fund 2012. This resource is one of eight developed as a result of the study by Honeyfield et al (2016). *Research Report: Professional Development Decision-making to Support Under-25 Student Success*. These resources, the research report and a literature review can be downloaded at www.ako.aotearoa.ac.nz/projects/professional-development-improve-outcomes-under-25-learners. The resources are also available for purchase at www.shop.ako.aotearoa.ac.nz.

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