

Analyzing Classroom Observation Data

Nevada Early Childhood Leadership Series

Session 4

Session Objectives

- Enter and analyze observation data for teachers
- Share observation notes and key development areas for 1-2 target teachers with a partner
- Reflect on the challenges and successes of identifying one key lever to develop teachers

Agenda

Opening

Entering and Reflecting on Data

Sharing Observations and Key Levers

Closing

Leader Development Goals

Focus Area: Prioritize the development of teachers through **effective observation, clear feedback**, and coaching

Goal: Increase **the quantity of observations** teachers receive and the **quality of the feedback** they receive.

✓ **Measure 1:** On an end of year survey, teachers report an **increase in the number of observations** they receive, with an **average of 3 observations per teacher** for most teachers by end of the Leadership Series.

✓ **Measure 2:** On end of year survey, more teachers report that the **feedback they receive from their leader is high quality.**



Respond to the following questions:

Reflect on successes and challenges of the past month of classroom observations in your center or school:

- On a scale from 1 to 5: How confident are you in **identifying** a high-impact key lever for teachers based on observation data? How effective were you in **planning your time** to prioritize classroom observations and feedback?
- If you are in a non-leader role: How confident do you feel in supporting other leaders in this skill?
- Why did you rate yourself this way? What will it take to feel more confident next month?

Agenda

Opening

Entering and Reflecting on Data

Sharing Observations and Key Levers

Closing

1. Log into your tracker.
2. Enter your ratings, evidence, **and key lever** for the teachers that you observed in the past month.
3. If you are in a non-leader role: After logging in, please circulate around to your leaders as they enter their data to be thought partners or troubleshoot.

Part I: Individual Reflection:

- What trends did you notice amongst your teachers? If you are in a non-leader role: What trends did you notice across the centers that you support?
 - Which teachers grew? Stayed the same? Did any regress? What are your hypotheses about your teachers' performance?
 - Where are your teachers performing well overall?
 - What are the common growth areas? (Check where their key levers are falling in particular.)



Review the data you have collected on teacher performance in language and literacy instruction.

Part II: Discuss at your tables (5 minutes):

- What trends did you notice amongst your teachers?
 - Which teachers grew? Stayed the same? Did any regress? What are your hypotheses about your teachers' performance?
 - Where are your teachers performing well overall?
 - What are the common growth areas?

Agenda

Opening

Entering and Reflecting on Data

Sharing Observations and Key Levers

Closing

Process and Criteria for Effective Key Levers

There is no perfect process for “Honing In” to identify a key lever, but there are a few steps that help leaders make quick, effective choices.

- Mentally Answer the Guiding Questions
- Narrow your Focus
- Check your Thinking
- Check for Pitfalls

Effective Key Levers are...

- Focused on only one or two discrete skills
- Bite-sized
- Tightly aligned to a specific rubric indicator(s)
- High impact (will increase teacher and student performance right away)
- Focused on the most important improvement area

Review the observation reports that you completed.

Individually respond to the guiding questions on your handout:

- 1) For each overall performance area, provide each teacher's rating in the chart on your handout.
- 2) Write in the key lever you identified for each teacher. Evaluate your key levers against the criteria for the most effective key levers.
- 3) Reflect on the key levers from the observation reports. What trends did you notice amongst your teachers? Is there consistency amongst what teachers need to do to improve their language and literacy skills? If yes, why do you think this is? If not, why do you think this is?

Effective Key Levers are...

- Focused on only one or two discrete skills
- Bite-sized
- Tightly aligned to a specific rubric indicator(s)
- High impact (will increase teacher and student performance right away)
- Focused on the most important improvement area



Share your data with your partner:

1. Swap your chart that has your scores and key levers with your elbow partner. Spend a few minutes reading the data and key levers and comparing the key levers they wrote against the criteria for effective key levers.
2. Provide your partner with one glow and one grow regarding the key levers they identified.
3. Share your reflections on the trends that you are noticing within your classrooms and centers. Are you noticing similar things across your centers? Having similar or different challenges and successes?

Effective Key Levers are...

- Focused on only one or two discrete skills
- Bite-sized
- Tightly aligned to a specific rubric indicator(s)
- High impact (will increase teacher and student performance right away)
- Focused on the most important improvement area

Agenda

Opening

Entering and Reflecting on Data

Sharing Observations and Key Levers

Closing



Reflect individually on the following questions:

Leaders:

- What steps will you take during and after your observations to make sure you continue to identify effective key levers for your teachers?
- How will you plan your time to ensure you are leading effective coaching conversations to communicate those key levers?

If you are in a non-leader role:

- Where do you see your role supporting leaders in this work?
- How might these strategies and techniques support you in your own role?