

# OBSERVATION & FEEDBACK CALIBRATION

supporting educator growth through intentional interactions

As we know, teacher observation and evaluation are the backbone of our work, and feedback is essential for growth. To be eligible to evaluate teachers, Michigan Law requires Rater Reliability Training (renewal every three years, MCL 380.1249(5)).



## Rater Reliability: Observation & Feedback (1-2 Days)

Building and district leaders will deepen their understanding of the content, processes, and communication strategies essential to promoting and sustaining professional growth and shared learning. Participants will explore multiple forms of written and oral formative feedback and engage in interactive learning experiences that allow for immediate application of new knowledge and skills.

This experience is designed to strengthen teacher efficacy and positively impact student learning—from the struggling or reluctant teacher to the most accomplished educator—grounded in the belief that everyone has room to grow when communication is clear and intentions are purposeful.

\*For maximum impact, this learning series is best supported by follow-up sessions conducted in-district or in-building, including modeling and coaching.

## During the session(s), participants will develop:

- Exploring observation and feedback practices in the areas of collecting evidence, examining the root cause of what is working/not working, and designing feedback for growth.
- Analyzing best practices related to calibration and strengths-based written feedback, as well as the feedback conversation.
- Applying the explored skills and leadership dispositions, in authentic and purposeful ways, to ensure shared understanding and a balance of support and accountability.