

# Utah Model Growth-Oriented Observation Feedback Protocol

This document guides post-observation conversations and can serve as a place for note taking and follow-up if desired.

Teacher: \_\_\_\_\_ Observer: \_\_\_\_\_ Date: \_\_\_\_\_

1. Warm opening- thank the educator for their time, ask them for their goal for the lesson, and what steps they were taking to help students learn.

Notes on the teacher's response:

2. Ask the teacher what went well in the lesson. Paraphrase what the teacher felt went well, and then share evidence of specific strengths and positives that were noticed by the observer.

Notes on the teacher's response:

Strengths shared by observer:

3. Share the classroom observation tool and discuss what the observer saw or noted.
4. Ask the teacher any clarifying questions the observer had during the observation.
5. Ask the teacher if there is anything they would like to have done differently in the lesson, something they want to focus on growing, or if there are any challenges they are having.
  - Observer paraphrases the teacher's response.
  - Ask what support they need. (How can I help?)

Notes on the teacher's response:

Notes on support and resources offered:

6. If asked by the teacher, or as needed: share an opportunity for growth that the observer noted.

Growth opportunity discussed and any resources offered:

7. End Positively- recognize growth, progress, or strengths. Ask if the conversation was helpful or if any changes could be made to improve the observation or post-feedback experience.
8. Thank the educator for their time and thoughtful reflection on the lesson.