THE PRAISE SANDWICH POST OBSERVATION DIALOGUE

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Observations play a major role in any teacher evaluation system. It is significant that they help paint a fair and accurate picture of teachers’ strengths and development areas in the classroom. It is not only to evaluate teacher’s performance but also an opportunity to share practice and collaborate productively in supporting each other in an educational system.

Once the observer is done with the observation process, the post observation which is the most dreaded part of the process comes next. According to Andree (2012), there is an approach that could possibly be used in doing the post observation dialogue with the teacher. The Praise Sandwich Feedback Protocol is an approach that could help the observer and the teacher have a productive collaboration in the success of the teaching and learning process in the school.

The observer initiates the post observation dialogue by asking the teacher to do a self-reflection. Self-reflection includes asking the following questions which will be answered by the teacher: What went well about the lesson? What went wrong during the lesson? What could have been better? In this way, the teacher herself/himself is aware of the things that happen inside the classroom during the observation process.

Then, the observer chooses 2-3 areas of strengths of the lesson and shares with the teacher the reasons why those areas are possibly the strength of the teacher.

Next, the observer invites the teacher to ask about the observer’s comments on any part of the lesson. This is most effective since the teacher is now open and willingly asking for a suggestion from the observer regarding the teaching process. The observer provides concrete and explicit feedback allowing the teacher to reflect on what she/he heard.
Suggestions could be framed into questions since the latter are more challenging and easy to hear. Suggestions such as, “You didn’t ask the students to pick up the pieces of paper on the floor. I suggest next time to ask your students to clean the room before starting a lesson”, could be framed into questions like, “What would be the impact of the garbage on the floor on the learning environment of the students?” or “In what way is the learning environment affected with the garbage on the floor?”

Then, the observer asks the teacher to summarize on the observer’s comments, suggestions and questions by asking which of the things mentioned earlier is the most helpful to the teacher, which of the questions need further elaboration from the observer or which of the comments would make a great impact on the teacher’s practice.

Finally, the observer ends the post observation dialogue with praise since it stays important to acknowledge and recognize that teachers are doing their best to ensure that students get a good and quality education at all cost.

Observations are one of the things that despise teachers in the educational system but with the proper approach, these could lead to a more fruitful and productive teaching and learning process.

Reference:
