

EPISODE 336

What Is Tier 1 Instructional Leadership? Feedback On Specific Teaching



INSTRUCTIONAL
LEADERSHIP SHOW

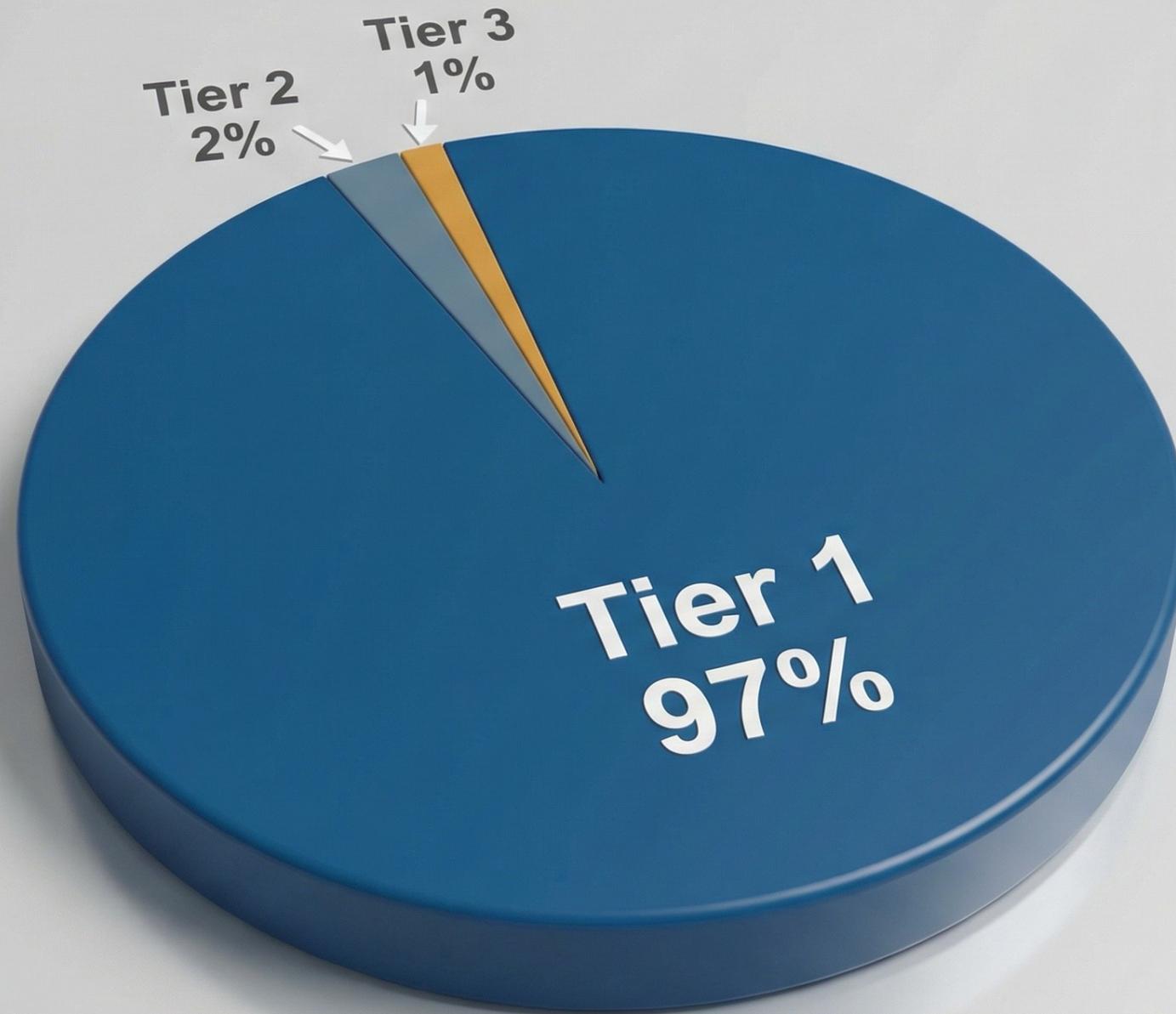
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Essential Question



What is Tier 1 instructional leadership, and how does it relate to Tier 2 and Tier 3?



3 Tiers of Instructional Leadership



Tier 1: Feedback on specific teaching

Tier 2: Coaching to grow each teacher

Tier 3: Systems for learning

Tier 1 Gets The Most Attention



- Observations are required
- Walkthroughs are expected
- Feedback centers on what was observed
- Some attention to long-term growth
- Little attention to systems



Tier 1: The Teaching



- Specific walkthrough or formal observation
- Specific evidence
- Evidence-driven questions to prompt reflection on specific teaching decisions
- Largely a post-mortem of the teaching itself



The Grist



- Evidence of practice is the starting point for everything else
- When we don't have it, we rely on assumptions and proxies (e.g. professionalism) that are less reliable
- We can give direct feedback on it, but...
- Being *aware* of practice is more valuable than any specific feedback on it we could give



4 Feedback Roles

- Educator—Informative
- Boss—Directive
- Coach—Reflective
- Leader—Reflexive



| Role | Feedback | Verb | Influence | Shift To |
|----------|-------------|--------|---------------|----------------|
| Educator | Informative | Teach | Knowledge | Domain-Aware |
| Boss | Directive | Tell | Behavior | Practice-Aware |
| Coach | Reflective | Ask | Thinking | Impact-Aware |
| Leader | Reflexive | Change | Circumstances | Skill-Aware |

No Need To Second-Guess



- Because the teaching in question is over, second-guessing it is of limited value
- Focus on transferable insights
- Focus more on understanding than being understood



The Hippocratic Oath for Instructional Leaders



Medicine:
"Do no harm"

Instructional Leadership:
"Seek first to understand, then to be understood."

Qualitative Data



- What is actually happening day to day?
- What are people teaching?
- How are they teaching?
- What are students experiencing?

How The Tiers Relate



- Tier 1 and 2 work with individual teachers informs Tier 3 decisions that have a long-term impact
- Tier 3 systems provide expectations on which to base Tier 1 and 2 feedback
- Tier 1 feedback helps people get better at implementing Tier 3 systems

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