## Post-lesson dialogue: 5 step guide



See the Successes

- Highlight the positive elements of delivery. Be specific and focus on pedagogy.
- I thought [X] worked well today, how did it feel to you?
- Consider ongoing targets and praise progress against them.
- Can you tell me about how you did [X] in today's lesson?



## **Praise**

### Question, Challenge, Critique

- Start by asking a targeted question around a pedagogy focus you have identified.
- If you had to score that part of the lesson from 1-10, what would you give it?
- Dig deeper into misconceptions and probe understanding.
- You said [X] didn't go to plan, how was it different from what you planned?
- Establish the reality of what took place, using specific observed examples.
- So, it sounds like [X] is our key area of development, is that fair?



### **Probe**

### Identify the Most Important Steps to Change

- Agree on a technique or pedagogy change that needs to happen.
- We've agreed [X] is an area for development, what needs to change?
- Be as specific as possible about what needs to change.
- Let's narrow our focus what element could have the biggest impact?
- Explore a model of ideal practice together using evidence and your expertise.
- The model says [X], what do you think that means?



# Focus

### Practise the Intended Change

- Practise carefully and deliberately to ensure the right development is happening.
- Let's practice/let me show you what that would look like...
- Repeat practice and hold your trainee to account against the agreed focus.
- Stop when problems arise and give focused feedback
- Get your trainee to repeat or write down granular action steps, to check understanding.
- Let's stamp the learning now, can you write the step in your own words?



# Rehearse

**Apply** 

#### Plan to Measure Progress

- Record incremental, granular targets to achieve the action step, as necessary.
- What do you need to do to ensure this change takes place?
- Plan to measure the targets either through review or lesson observation.
- What will I see in your lesson plans/activities/teaching to demonstrate that?



Probe

Focus

Rehearse

**Apply** 



Praise







