

Effective Feedback

Benefits

- Learning happens most effectively when concrete, actionable feedback is given on a regular basis.
- Feedback helps teachers to understand and act on key levers to improve their practice and improve outcomes for students.
- Respectful feedback is a collaboration between the giver and receiver. It is important to build a school culture in which feedback is given and received in an environment of trust.
- There are numerous ways to approach feedback, but effective feedback always includes the qualities listed here.

Characteristics of Effective Feedback

Specific and evidence-based:

- > Gives facts, low inference evidence
- > Detailed narrative not necessary
- > Analysis and interpretation justified by evidence and aligned to the rubric

Selective:

- > Prioritizes 1-2 most important practices that will improve student learning

Actionable:

- > Identifies clear actions that can be taken in the next 2 weeks that will help teacher improve
- > Next steps should be developmental and specific

Timely and time-bound:

- > Gives feedback within 48 hours of observation
- > Follow-up in a set timeframe

Degree of importance

- > Communicates level of concern