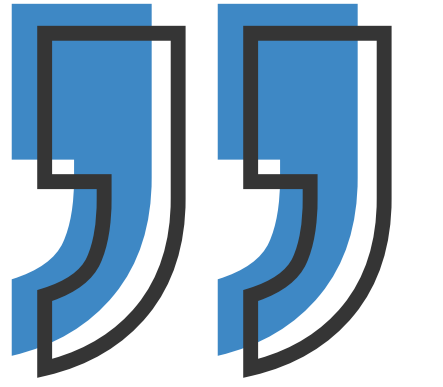




Meaningful feedback the hidden effect to get the best out of your staff.



Three types of feedback



Appreciation



Coaching



Evaluation

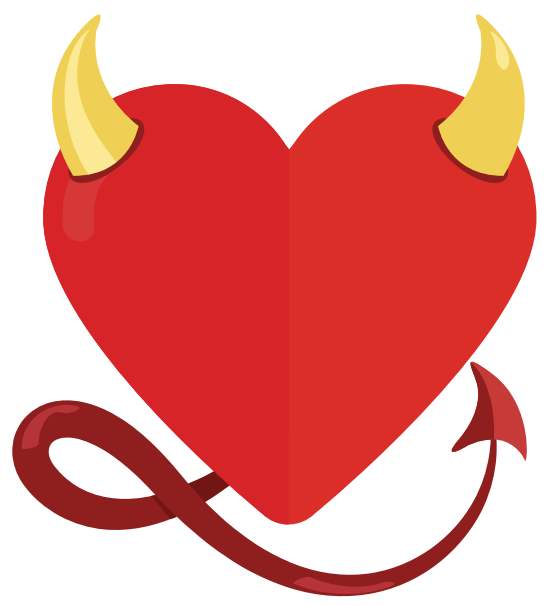


Present feedback truthfully

Ensure your staff member understands the feedback. Ask them to paraphrase back your main points. Check for meaning.

Are you aware of their blindspots?

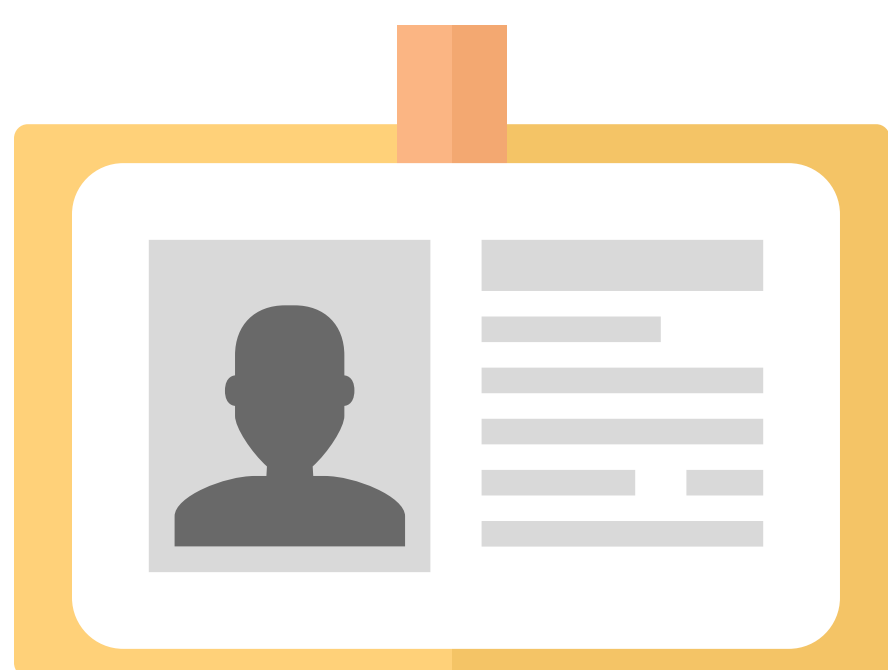
What don't they see about themselves that is going to be a barrier to them making meaning of the feedback?



What's the relationship like?

The topic of "who" is giving the feedback dominates the "message" the feedback is meant to portray. "I don't rate you as a teacher so therefore I am not going to listen!" or "After all I've done for you!"

Step back to see the relationship between giver and receiver.



Identity

Look for the wiring of the staff member. Are they the: "I screw everything up" kind or the "I'm not a bad person am I?" kind?

Work to dismantle distorted thinking. Provide challenging feedback that has an element of growth that addresses some of this distorted thinking.



Make it Timely

Numerous studies indicate that feedback is most effective when it is given immediately, rather than a few days, weeks, or months down the line.



Be Precise

Provide staff with information on what exactly they did well, and what may still need improvement. Also note that it can be helpful to tell the staff member what they are doing differently than before.



Where are we heading?

Effective feedback should be oriented around a specific achievement that teachers are working toward.