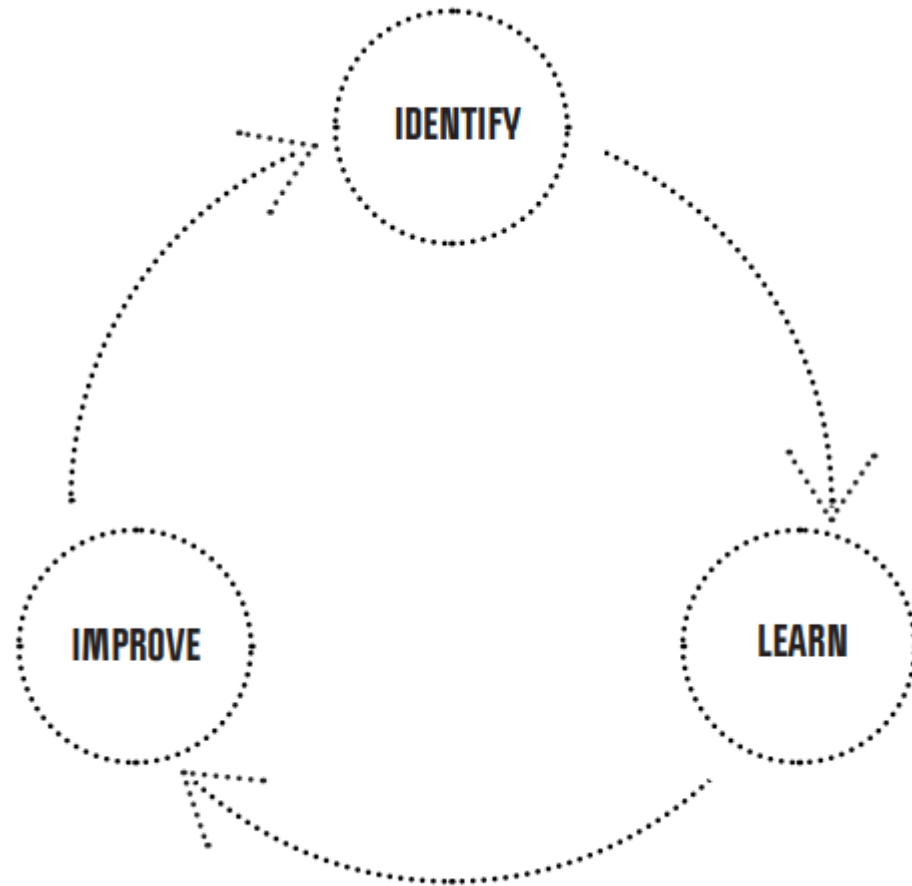


High Quality Feedback

Bryson Travis
ESMS Instructional Coach





This is uncomfortable!

Nope. This is weird.

I don't really notice...

This would take some getting used to...

Why did you do this to me?!





Session Objectives:

1. Differentiate Between *Feedback* and *Advice*
1. Identify Examples of Poor Feedback
1. Identify Components of High-Quality Feedback





Rx

Date _____
Name _____
Address _____

Signature _____
MD _____



How many solutions does the following equation have?

$$7(y + 3) = 5y + 8$$

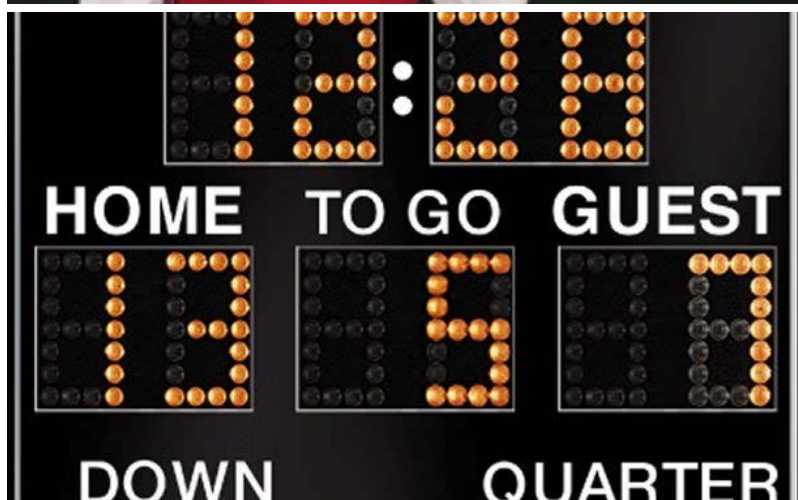
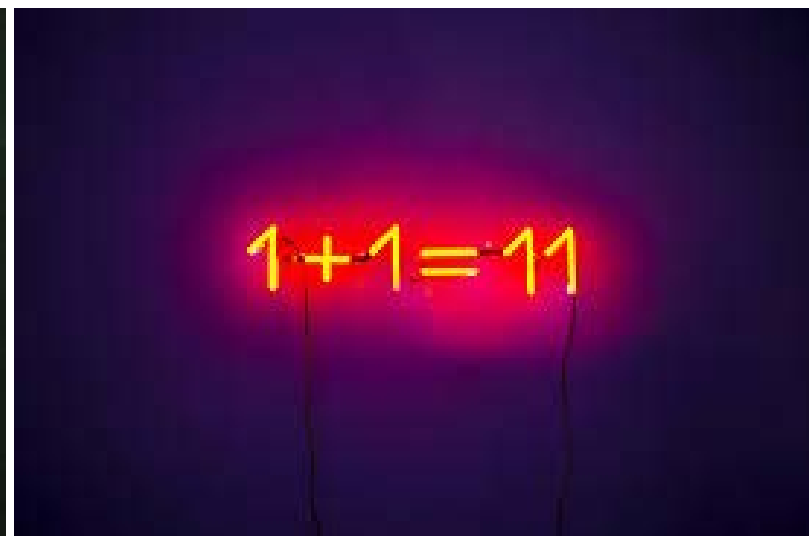
- No solutions
- Exactly one solution
- Infinitely many solutions





Why are you suggesting this?





Feedback or Advice?

Bryson, you should use more audience participation in your presentation. Ask a question.

Bryson, you **should** use more audience participation in your presentation. **Ask a question.**

Feedback or Advice?

I noticed you have struggled with 80% of your PST reports. I wonder if an Excel data tracker would help.

I noticed you have **struggled** with 80% of your PST reports. I wonder if an **Excel data tracker** would help.

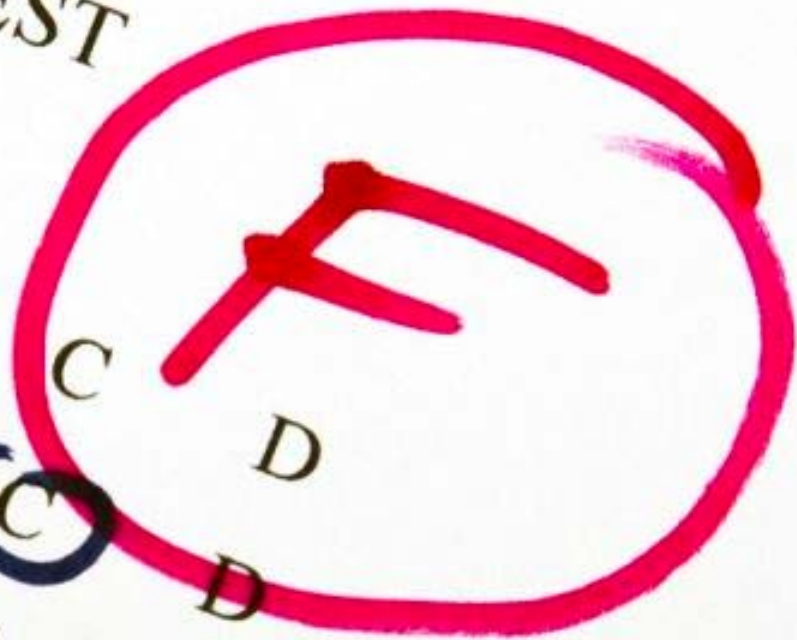
Feedback or Advice?

I noticed 16 out of 20 of your spring PST reports were not completed by the April deadline. I wonder how technology could change this process.



TEST

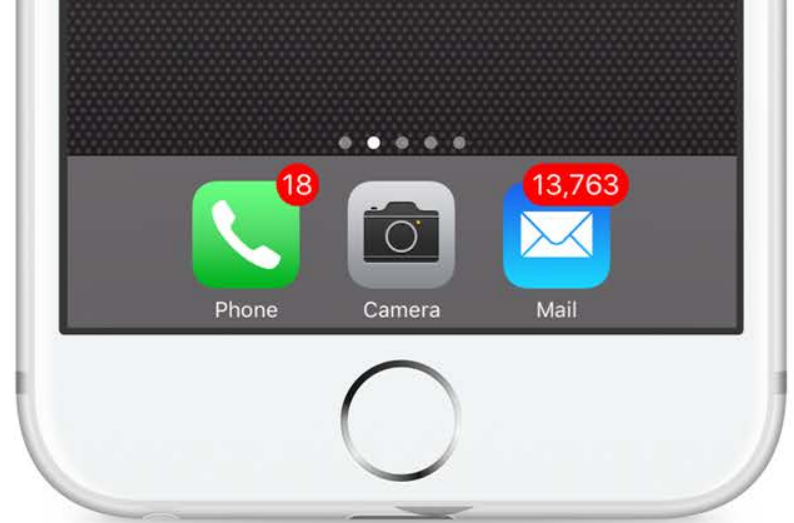
1. A
2. A B
3. A B C
4. A B C D
5. A B C D
6. A B C D
7. A B C D



Professional Feedback:

"Your standardized test scores have improved this year, which is ideal, but we have noticed you need to collaborate with your team better. That said, you're a shining star and we believe in you."





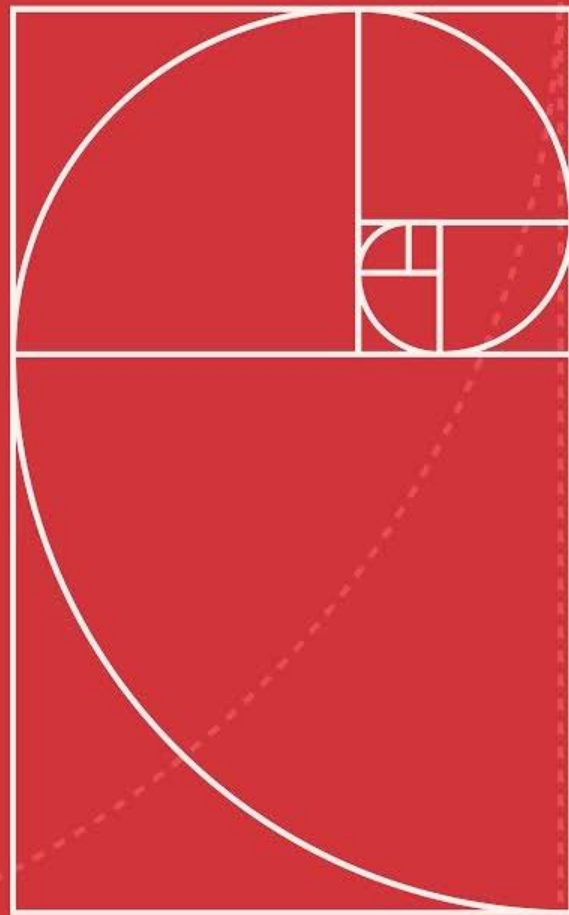
Type 1: (I love Carbs)

I heard that my standardized test scores improved and that I'm a go-getter.

Type 2: (No Carb Diet)

I heard that I need to collaborate better.

THE GOLDEN RATIO



RIO 2016 OLYMPIC MEDALS



2012 LONDON



2008 BEIJING



2004 ATHENS



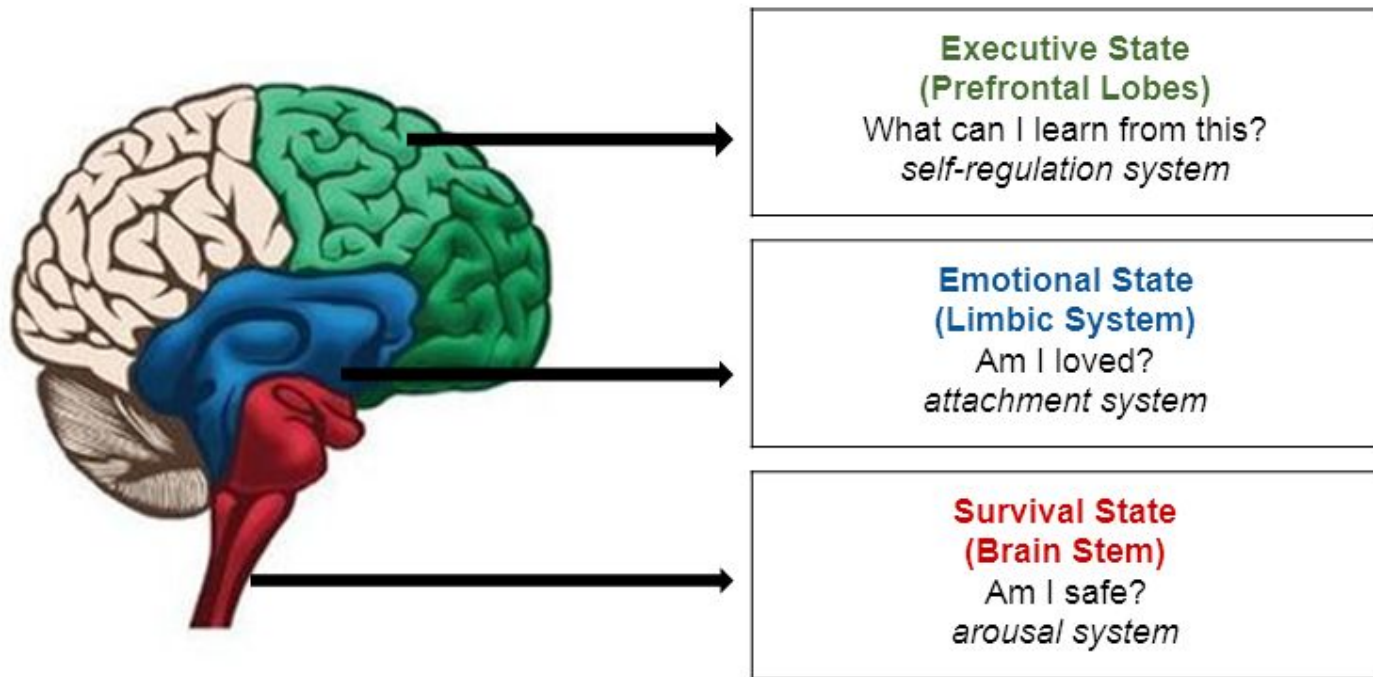
2000 SYDNEY







Conscious Discipline Brain State Model





12:05

266

Messages

Camera

Monday
30

Calendar

Maps

Settings

Photos

1

Instagram

f

Facebook

Twitter

Health

FaceTime

ARise

Watch

Home

1

News

Hyperlapse

S

Slack

App Store

Google Home

YouTube

TV

1

Google Home

Messages

Safari

Phone


Music

10

1

10



A festive holiday-themed scene featuring Oprah Winfrey. She is positioned behind a large, wrapped gift box with purple and green vertical stripes. She is wearing a light blue sweater and a pearl necklace, and has an expressive, open-mouthed look. Her hands are raised in excitement. The background is filled with numerous wrapped gifts in various colors (red, green, blue, yellow) and a large, stylized graphic of a gift ribbon in shades of orange and gold. The text "oprah's favorite things" is overlaid on the graphic in a white, lowercase, sans-serif font. To the right, a Christmas wreath is visible on a white door, and a glimpse of a Christmas tree with lights is on the far right edge.

oprah's
favorite
things

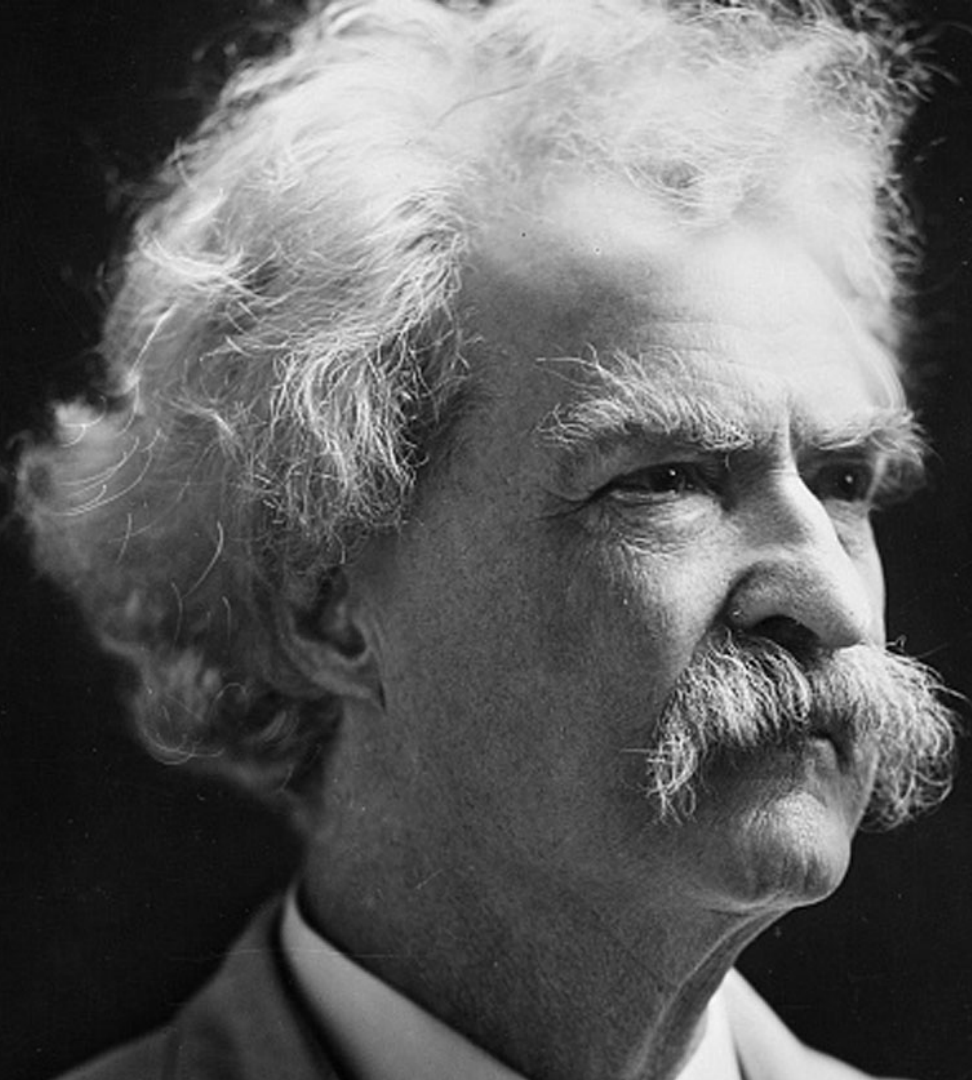


oprah's
ultimate
favorite
things™










m, Obdach; *bes.* Ge-
ht, Unterhol *n*; *fig*
mantel, Vorv *m*;
Sicherheit *f*. *n*
eit, *a. der*
de) auff
hten;
hnc



schleiert, heimlich, versteht
rend; geheim, getarnt; *jur* (*B*
heiratet; *s* Zuflucht (sort *m*)
schlupf *m*; Dickicht, Unter
büsch *n*; *pl* Deckfedern
draw a ~ (*Jagd*) ein Geb
suchen; *a ~ threat* e-e verste
hung; **~coat** *Br* kurze(r),
Mantel *m*; **~ure** ['-juə, '-tʃuə]
Ehestand *m*.

covet ['kʌvɪt] *tr* (heftig) bege
langen nach, unbedin
versessen sein auf,
nach; **~ous** ['-əs]
versessen (*of* auf)
geizig; **~ousness**
Gier; Habsucht *f*





Not a "Gotcha!" Moment

Makes Expectations Clear

Provide Processing Time

Provide Feedback
Foundation



Character and Competency



Competency w/o Character



Character and Competency



Character w/o Competency

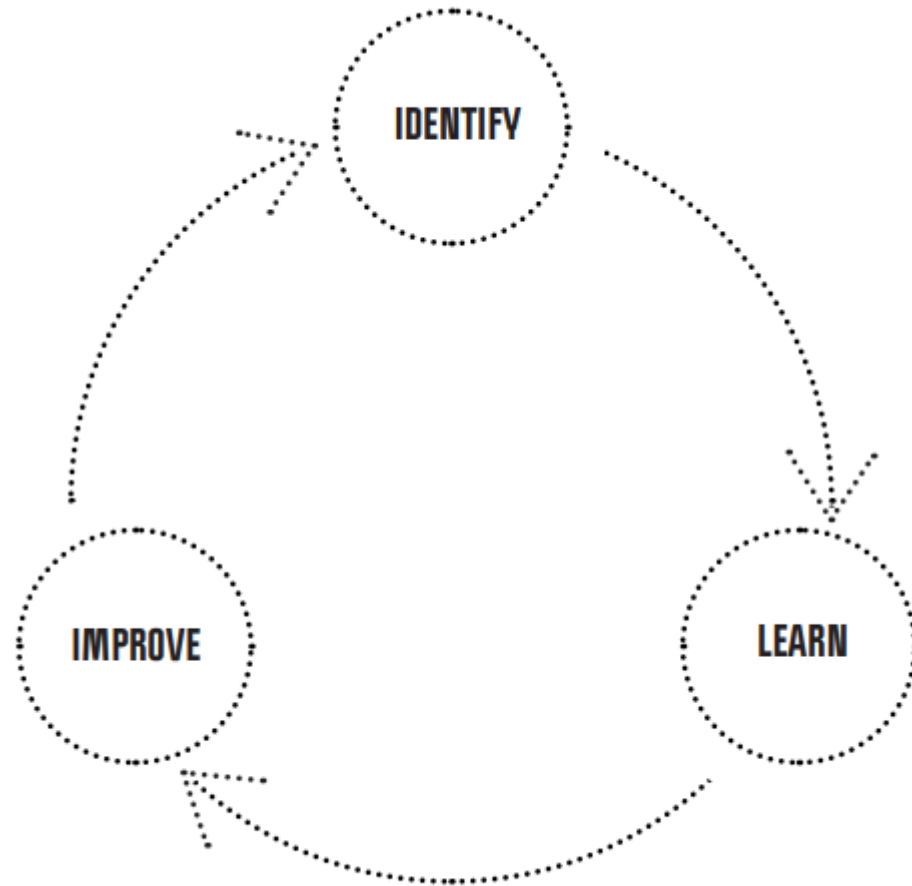




- Goal-Referenced
- Clearly Understood
- Actionable
- Consistent
- Ongoing



- Advice Driven
- Judgemental
- Praise Dependent
- Volatile
- Untrue





Quick Feedback Fixes:

1. Start with "I noticed..." + facts
1. Provide processing time
1. "I wonder" or "How could we"
1. Pick **One** Area of Focus
1. Create a **PEERS** goal

A PEERS GOAL IS:

- **POWERFUL:** Makes a big difference in children's lives.
- **EASY:** Simple, clear, and easy to understand.
- **EMOTIONALLY COMPELLING:** Matters a lot to the teacher.
- **REACHABLE:** Identifies a measurable outcome and strategy.
- **STUDENT-FOCUSED:** Addresses a student achievement, behavior, or attitude outcome.

“ A Coach Is
Someone
Who Can Give
Correction
Without
Resentment ”

- Coach John Wooden



Do people ask for permission or guidance?

Is there an environment where risks are not only encouraged but **expected**?

How have you highlighted the great work being done in and **out of the organization**?

