

# "Be" Impactful Providing Effective Feedback

When administrators intentionally provide feedback to educators, it will boost teachers' confidence, ability, and student learning.



## Be specific

Avoid general comments that may be of limited use to the receiver. Try to include examples to illustrate your statement.

## Be realistic.

Feedback should focus on what can be changed.



## Be timely

Seek an appropriate time to communicate your feedback. Being prompt is key since feedback loses its impact if delayed too long.

## Be Fair

Unreasonable goals or timelines set people up for failure, and frustration. This will negatively impact the school culture.



## Be Consistent

Popping in once a quarter or twice a year for mandatory observations does not give an adequate look at what is truly happening in the building.

## Be Actionable

Putting timelines or expectations behind those comments will lead to quicker action.



## Concentrate on the behaviour, not the person

Open by stating the behavior or instructional move observed. Then describing how you feel about it. End with what you want to see moving forward. This model enables you to avoid sounding accusatory by using "I" and focusing on behaviors, instead of assumed interpretations.