Using a Feedforward Approach to Feedback

A feedforward approach to feedback begins with trust between the evaluator and educator.

Leveraging a growth mindset, a feedforward approach can encourage collaboration among educators and ensure a focus on the educator's professional goals.



https://www.workhuman.com/blog/feedforward-vs-feedback/, March 2023

Benefits of Using a Feedforward Approach

Specific benefits from using a feedforward approach within your feedback conversations with educators include:

- **Future forward orientation**
  - Focus is on optimizing skills rather than nitpicking past errors.
  - It learns from and leverages specific steps to reach a future goal.

- **Supports non-judgemental feedback**
  - Encourages team members to be open and honest to achieve a collective goal.
  - Encourages empathy rather than a critical approach by the evaluator, which can have a positive contribution to climate/culture.
  - It is specific and can create space for increased effectiveness.

- **Reinforces positive interpersonal relationships**
  - Creates an environment of cooperation rather than competition
  - Creates a culture that aims to observe and nurture unique capabilities among educators

- **Breaks through barriers**
  - Aligned with a growth mindset, supports opportunities to “practice” growing/developing professionally from growth mindset.
  - Affords periodic check-ins on progress towards educator’s goals, as well as making continuous improvements to achieve their goals.

- **Discovers/Bolsters leaders within your team**
  - Fosters reflection and strategizing in support of personal growth and goals - this in turn can be a catalyst for emerging leaders to collaborate and support growth for others.
  - Current leaders can fine-tune critical thinking and reflection skills.
  - Creates an opportunity for emerging leaders to step forward.

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