Feedback Do's and Don'ts

Do…

- Focus on growth targets and next steps.
- Confirm the objectives for the observation and educator's goals.
- Identify how the feedback is being used in the evaluation process.
- Know the educator well enough to facilitate the conversation in support of their growth.

Don't…

- Offer feedback that is confusing or vague.
- Deliver criticism in writing before discussing the issue with the educator directly.
- Cover too many issues.
- Provide feedback in a generic, "one-size-fits-all" approach.

Feedback Do's and Don'ts

Do…

- Encourage growth and stretch, including taking a risk when applicable.
- Base feedback on the established Quality Standards and Elements for that educator.
- Connect adjustments/improvements to practice and outcomes for students.

Don't…

- Suggest next steps that are too challenging.
- Tense up during the debrief conversation.
- Add personal judgement - stick with "just the facts" as much as possible.