Effective Feedback

ASK
- *Tell me how you thought you did, and why.*

SHARE
- *I thought you did _____ based on . . .*
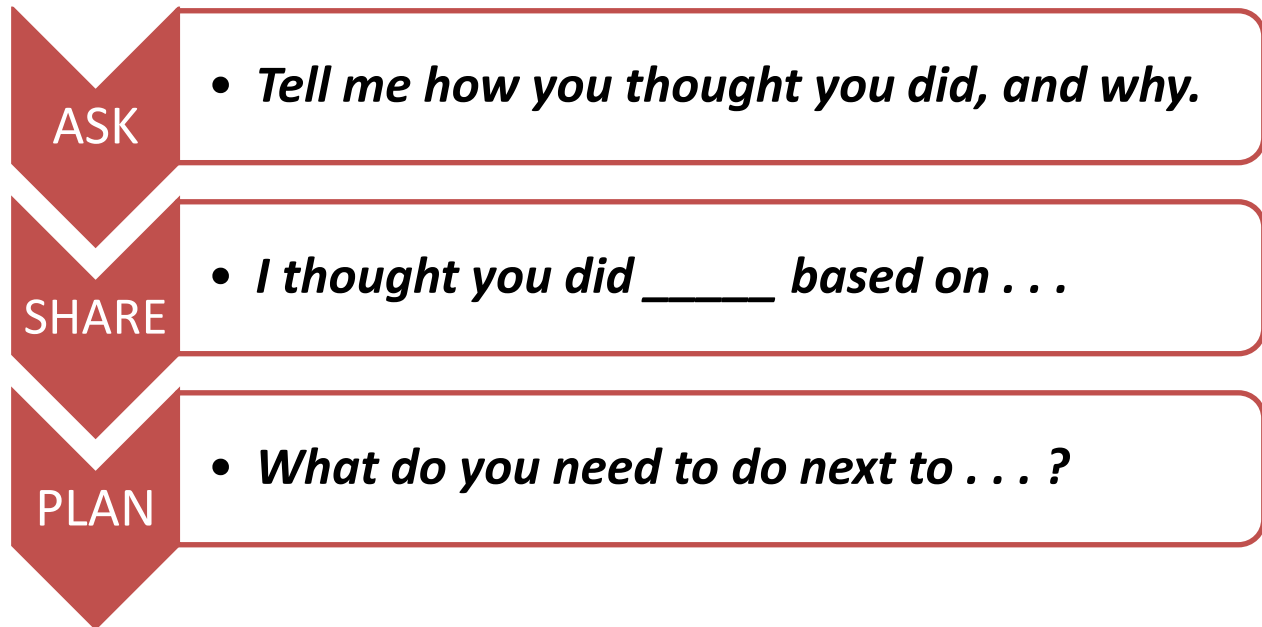
PLAN
- *What do you need to do next to . . . ?*

Characteristics of Effective Feedback

Explicitly Labeled: "I'm going to give you some *feedback* on . . ."

Immediate: As soon as possible, especially for critical feedback.

Supportive: Generated from a genuine interest in the learner's development.

Collaborative: A conversation with the aim of mutual understanding and learning.

Relational: Within an ongoing supportive relationship that entails trust.

Objective: Start with observable facts and behaviors before sharing reactions.

Actionable: What would improved performance "look like"?