

# How to Provide Critical Feedback to Teachers

Jaycie Smith

Executive Director of Teacher and Leadership Development



"Feedback is one of the most powerful tools you can use when trying to support instructional changes in the classroom."

--Dr. Sally J. Zepeda



#### Fight or Flight Reaction

- Increases Cortisol and Adrenaline Released by the Body
- Increases Breathing and Heart Rate
- Stops Digestion
- Increases Anxiety
- Increases Perceived Threats



## Why is Providing Feedback Difficult?

- Desire to Please
- Avoidance of Emotional Discomfort
- Fear of the Unknown
- No Sense of Urgency for You
- Waiting For the Right Time
- Distrust Our Own Judgment
- Lack of Authority
- Fear of Hurting Someone Who is Down
- Too Close to Home
- Conflict with Beliefs
- Personality

-Jennifer Abrams



#### Taking the Fear Out of Feedback

- Build Relationships
- Increase Frequency
- Reaffirm Goals
- Hold a Conversation

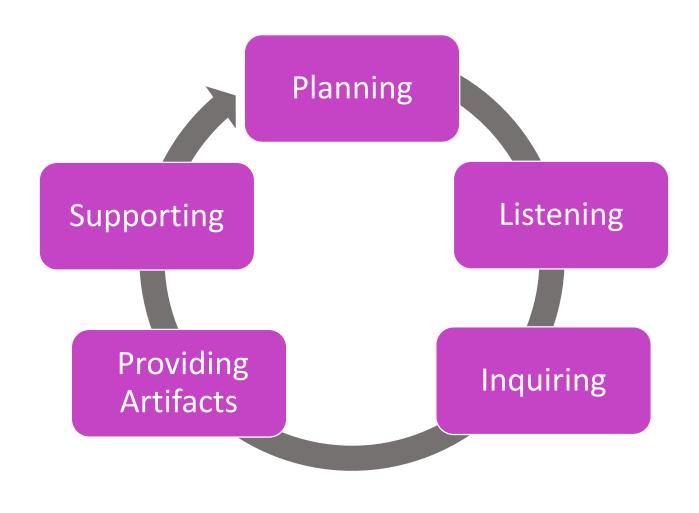


## The Evaluator's Role in The Feedback Process

- Provide Consistent Expectations for Instruction
- Develop All Teachers
- Meet Teachers Where They Are
- Build Capacity



#### Components of a Feedback Conversation





#### **Planning**

- Decide Which Explicit Behaviors Need Attention
- Define Your Ideal Outcome
- Draft Questions to Guide the Discussion
- What Words May Trigger a Negative Response



#### Listening

- Most Important Component of Communication
- Actively Listen
- Consider Both Verbal and Nonverbal Cues
- Fully Participate in the Conversation



## Inquiring

- Gain Knowledge of Teacher's Thought Process
- Ask Probing, Open-Ended Questions
- Avoid Leading Questions
- Focus Conversation Toward the Established Goal



#### **Providing Artifacts**

- Discuss Current, Relevant Artifacts
- Limit the Number of Artifacts
- Be Specific
- State Your Wish to Resolve/Enhance the Area
- Ask for Response



#### Supporting

- Align to the Established Goals
- Meet the Needs of the Individual
- Promote Collaboration
- Determine Measures of Success
- Follow Up



"We all need people who will give us feedback. That's how we improve."

--Bill Gates



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#### **Contact Information**

Jaycie Smith

Executive Director of Teacher and Leadership Development

jaycie.smith@sde.ok.gov

(405) 522-0282

