

Ensure Actionable Feedback

Calibrating on Feedback



The purpose of feedback is to let someone know whether or not a task was performed correctly, and how it might be improved. Feedback clarifies the difference between the current and expected levels of performance and illuminates what steps could be taken to meet the expectations (Ventura, 2019). Feedback is most effective when it is clear, purposeful, compatible with prior knowledge, immediate, and non-threatening (Ventura, 2019). Calibrating leadership teams to provide actionable feedback can be carried out best by watching pre-recorded videos of classroom instruction.

TIPS:



This activity can happen in a single sitting or over time and either in -person or virtually.

Create a [Collaboration Huddle](#) for your leadership calibration activities.

Each member can [export their comments to as PDF](#) to have handy as they compare feedback with the rest of the group.

If you look to your own organization for videos. Remember that the purpose here is not to give the teacher(s) feedback, but rather allow the leadership team to use video to calibrate their practice of providing effective, actionable feedback.

1. Select a video or videos of classroom instruction for calibration.

These videos are shared to with the group and each member gets a copy of the video(s).

2. While watching their own copy of the video(s), the coaching team independently provides feedback on their copy of the video.
3. As a team, review feedback provided and collectively discussed.

The discussion centers around why the feedback was given, whether or not the feedback connects to the instructional priorities, and the implementation of effective instructional strategies.