

# Working with feedback as a tool

## Enhance Your Teachers' Pedagogical Development

A Practical One Day Workshop

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[www.kunskapskallan.com](http://www.kunskapskallan.com)

# Feedback is

- Using the observer as a “processing camera” to perceive your own practice
- A gift that the receiver decides what to do with
- Is not good advise
- Is not cheering up or praising
- Is not judging or grading

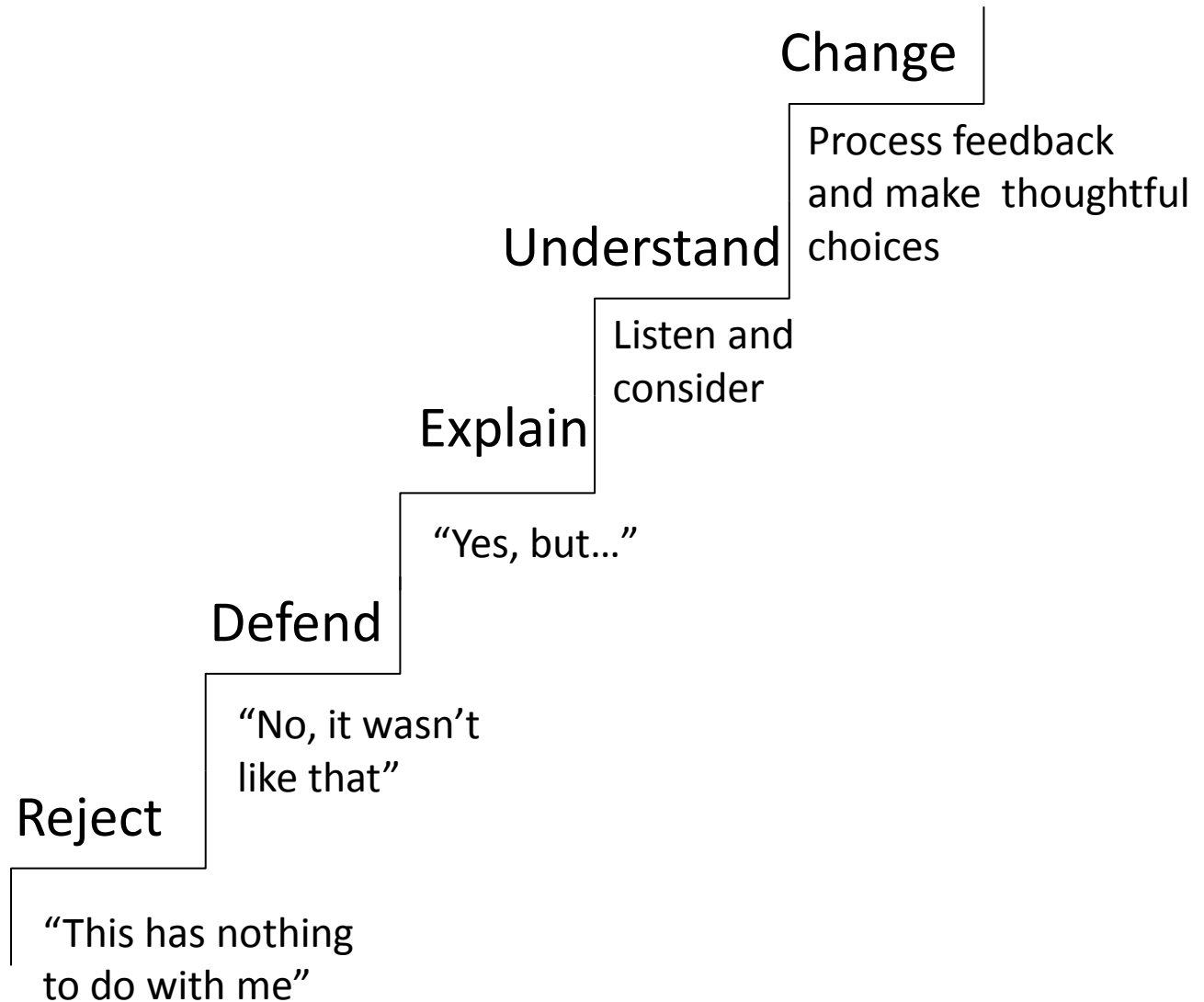
# Giving feedback

- Give specific feedback, not common statements
  - Direct to the person (no vague hints)
  - Say I, not “we”, “one” or “you”
- Describe the action and its effect
  - Don’t value
  - Give feedback on things that can be changed
- Give feedback as close to the observation as possible
  - Give “warm” feedback first and “cool” after that
  - Give just enough – “LAGOM”!
  - If there is a risk of misunderstanding or misinterpretation – ask the person to re-tell what you said
  - Desired feedback is easier accepted than imposed feedback

# Receiving feedback

- Be curious. Ask questions about what your observer has seen and thought
- Listen without interrupting. Try to understand what the other person means
- Feel free to discuss and ask for alternatives:  
How could one do instead?
- You decide what will be useful to you!
- Sleep on it...

# The feedback staircase



[www.teachertube.com](http://www.teachertube.com)  
[www.teacherondemand.com](http://www.teacherondemand.com)  
[www.youtube.com](http://www.youtube.com)

Kid Writing Workshop Video # 3 <http://www.youtube.com/watch?v=91q-EuiQGqk>

Kindergarten Writer's Workshop mini-lesson A. Mueller.avi

<http://www.youtube.com/watch?v=EDm4emmnbfS>

Observing Standards-in- Action: Math Classroom Lesson

<http://www.youtube.com/watch?v=5YjbgFnpltY>

Rick's Reading Workshop: Mini Lesson

<http://www.youtube.com/watch?v=CJjGKJawG8U>

Observing Standards-in- Action: Reading Classroom Lesson

<http://www.youtube.com/watch?v=X7rEHmoaxVY>

# Discuss...

- What differences did you experience from the unstructured to the structured observation?
- What would you chose to give as “warm” feedback/ “cool” feedback?