PASSPORT TO DYNAMIC LEARNING
• A Strategic Call to Change •

Using the 5 Forms of Feedback to Support Professional Growth
Connections to WCPSS Strategic Plan:

LEARNING AND TEACHING: Supporting teacher agency to create relevant, rigorous, innovative, and comprehensive learning environments, and to create self-directed teachers.

HUMAN CAPITAL: Help support and develop teachers in an effort to retain high quality talent in WCPSS.
Agenda

- 5 Forms of Feedback
- Mediative Questions
- Practicing Feedback Loops
Collaborate to learn and engage
Communicate to make connections
Employ Creativity to find solutions
Think Critically to understand
Hand Signal

I will use a raised hand to indicate for the group to come back together.
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What are some frustrations or obstacles that you have when giving feedback to teachers or those you supervise?
What Kind of Feedback do you Give?

Take a few minutes to write a couple of examples of feedback that you might give to a teacher or those you supervise.
Share Feedback Examples

- With your table group, share some of the feedback samples you wrote
- As a table group, come up with a couple of examples to share with the larger group.
## Five Forms of Feedback

<table>
<thead>
<tr>
<th>Judgment</th>
<th>Personal Observation</th>
<th>Inferences</th>
<th>Data</th>
<th>Mediative Questions</th>
</tr>
</thead>
<tbody>
<tr>
<td>That is a great idea</td>
<td>I like the way you asked the questions</td>
<td>The purpose becomes clearer as you move through the plan</td>
<td>You have three solid guiding questions.</td>
<td>What might be some strategies you could use?</td>
</tr>
<tr>
<td>The plan is solid</td>
<td>I like the launch activity</td>
<td>The criteria helps to guide students</td>
<td>You have clearly defined four distinct outcomes</td>
<td>Given your experience, what criteria might you use to evaluate?</td>
</tr>
<tr>
<td>This is engaging</td>
<td>I am not sure about the sequence</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The purpose becomes clearer as you move through the plan. The criteria helps to guide students.
A Different Way of Looking at Feedback

If we believe that evaluation is a formative process

...and we want to promote self-directed learners, then

...as an evaluator and supporter of that learning, we

....use data and mediative questions to enable those we work with to make his or her own judgments, personal observations, and inferences.
The Importance of Mediation and Reflection

- The word *mediate* is derived from the word *middle*
- Human learning is a matter of strengthening internal knowledge structures. Planning for and reflecting on experience activates these knowledge structures.
- A mediator helps the colleague to analyze a problem and develop her own problem-solving strategies.
- A skilled mediator helps another person to become more self-directed with learning.
- Mediators facilitate mental processes for others as they solve their own problems, make their own decisions, and generate their own creative capacities.

*from Cognitive Coaching: A Foundation for Renaissance Schools*
What might be some possible characteristics of Mediative Quesitons?

- Find a partner who has something visually in common with you. Preferably someone not at your table.
- With your partner
  - Look at the sheet, Posing Questions: Elements of Invitation
  - One person will designate as Partner A and the other will be Partner B
  - Partner A reads sections labeled A and Partner B reads sections labeled B
  - When both partners have finished A teaches B and B teaches A the parts he or she studied
Revisiting Your Feedback

- Spend a couple of minutes reframing your feedback into mediative questions.
- Consider the Elements of Invitation
- Consider how you will activate cognitive operations.
FEEDBACK LOOP for PLANNING

WHERE AM I GOING?
GOALS

- What are your goals?
- What do you want others to understand as a result of your work?

WHAT IS NEXT TO CLOSE THE GAP?
STRATEGIES

- Given your understanding, what might you do to make this happen?
- As you envision your outcome, what supports might you need?

WHERE AM I NOW AND HOW WILL I GET TO MY GOAL?
INDICATORS OF SUCCESS

- What might a successful ________ look like?
- How might you measure success with this project?

Based on work by Linda Vanderford and Cognitive CoachingSM Seminars
Questioning Practice
Question Practice

- Team decides if they want to practice a Planning Feedback loop or a Reflection feedback loop.
- Single Chair: Share a brief snippet about something he or she is planning or reflecting on.
- Chair One will ask a question in the first domain.
- Chair Two will ask a question from the second domain.
- Chair Three will ask a question from the last domain.

Then, all will shift chairs so that all have a chance to ask various questions and share a planning/reflecting scenario.
As you reflect, think about...

1. How are the ideas and information presented CONNECTED to what you already knew?
2. What new ideas did you get that EXTENDED or pushed your thinking in new directions?
3. What is still CHALLENGING or confusing for you to get your mind around? What questions, wonderings or puzzles do you now have?
Ways to Reflect...

- Take notes
- Talk with a friend/colleague
- Text/email a friend/colleague
- Draw a picture
- #sketchnote
- Take a picture
- Share on social media (Twitter/Facebook/Instagram) and use #wakevision
- Video your thoughts
- Any other way you choose!
Extended Opportunities

REC12516: Introduction to Coaching Skills for Leaders

- 171215603: September 12
- 171215604: September 30
- 171215605: November 14