Strengthening Feedback

FOR OUR PLCS

Consistent Reinforcement of Content,
Process, and Curiosity

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Hello Hello!

	Yes!	Maybe
Are you tired of guessing about what to say or not say to your PLCs?	☐	☐
Are you ready to define 3 types of feedback you should consistently give each week?	☐	☐
Are you prepared to designate consistent time and energy to providing quality feedback each week?	☐	☐
Are you ready to see and hear authentic PLC conversations within your teams?	☐	☐

If you answered "YES" to any of the questions above, you are in the right place. In this session, Strengthening Feedback for our PLCs, you will participate in collaborative discussion with other like-minded school leaders who see the value in providing consistent feedback to their teams, they just maybe don't know where to begin.

Throughout the session and within this guide, we share examples of types of feedback you give, how often, and why you should do so.

Teacher teams do not magically grow because you have great people in your school. Teacher teams actually grow through consistent practice within a clear system--and this system should provide consistent, quality feedback each week.

If you have teacher teams or PLCs, then this course is for you! By simply dedicating 20 minutes a week to read, reflect, and demonstrate curiosity--you will strategically increase your teams' noticeable effectiveness.

Introduce *why?*

Every teacher should know _____ you are providing feedback _____.

The **Principal or Administrator** needs to clearly explain the purpose for the feedback as well as who will provide the feedback each week.

Why do this? **Framing creates** _____ _____ among your team.
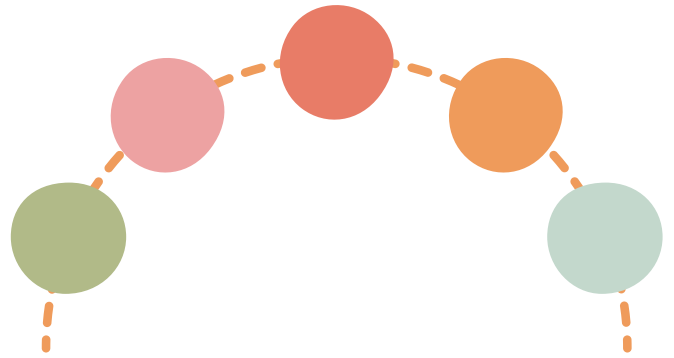
Delivery of Feedback:
- Set a consistent time to respond/review
- Tell your teams when you will have feedback complete
- Send an email or notice that it is done

Ask Yourself:
- When you think of feedback, what makes you feel safe?
- What makes you feel threatened?

Ideas and Insights:

_____

_____

_____

_____

Process

Observe the _____ of the _____.

Great PLCs have a great PLC leader who FACILITATES!

- "I noticed that everyone's voice was included in this decision"
- "It's powerful to look at data in this accessible way"
- "I appreciate attention to time detail in today's meeting"
- "Kudos to your team for adding a 'next steps' section to improve your turn around"

Support your leaders w/ supportive meeting structures. **Environments MATTER.**

How do you improve or hinder the flow of their conversations?

_____

_____

How do you normalize group dynamics that occur within teams?

_____

_____

Content

_____-_____ Strategies

Manages Flow

Draws upon Research

Direct Curiosity

Model curiosity as a learning tool for your teachers. Curious questioners develop curious thinkers.

8 QUESTIONS TO ASK
professional learning teams

HOW WILL YOU KNOW THIS WORKED?	WHO WILL THIS NOT SUPPORT?
WHAT RESEARCH SUPPORTS THIS?	WHAT WILL SUCCESS LOOK LIKE?
WHAT WAS THE BEST PART OF THIS DISCUSSION? WHY?	WHAT ELSE?
ARE THERE ANY OTHER POSSIBILITIES?	WHAT'S 1 THING YOUR TEAM IS DOING WELL?

Reinforce Actions

GREAT PLCS LOOK LIKE/SOUND LIKE...

- _____
- _____
- _____

ACTION ITEMS/REMINDERS

- Sit w/ 1 team/week
- Set consistent time to provide feedback
-
-
-

I NOTICE OUR TEAMS CONSISTENTLY...

- _____
- _____
- _____
- _____

WHEN I WANT A RESPONSE, I NEED TO...

- _____
- _____
- _____
- _____

SIGNS I NEED A 1:1 CONVO

- _____
- _____
- _____
- _____