

EPISODE 288

Thinking Beyond The Feedback Sandwich: The School Leader's Hippocratic Oath



INSTRUCTIONAL
LEADERSHIP SHOW



Essential Question

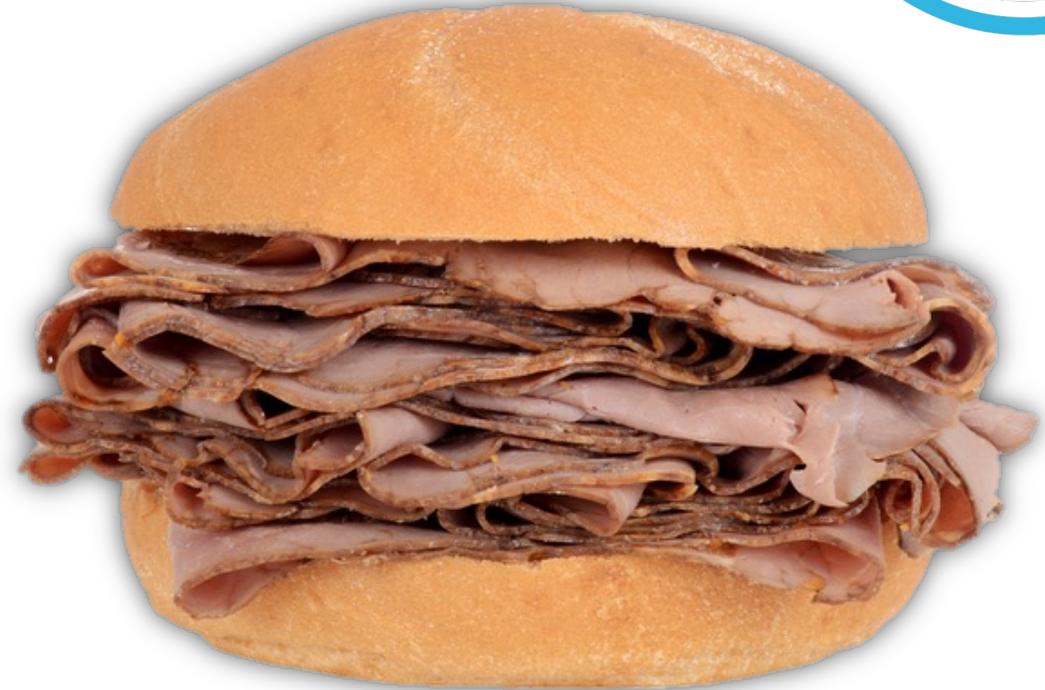


How can I think about feedback in ways that go beyond typical warm/cool approaches?

The “Feedback Sandwich”



- Compliment #1
- Suggestion
- Compliment #2



The Ratio



2 Compliments : 1 Suggestion

What The Ratio Masks



- How does the administrator really feel?
- How is the teacher really doing?
- Are the compliments to be taken seriously?
- Are the suggestions real, or just to fill a slot?



Sparring With Teachers



- Feels like we're doing something
- Plausible for making teachers "1% better every day"
- Potentially very unwelcome
- Unnecessarily combative—doesn't feel low-stakes

The Hippocratic Oath for Instructional Leaders



“Seek first to understand,
then to be understood.”

—Stephen R. Covey, *7 Habits of Highly Effective People*

10 Evidence-Driven Questions



Context: I noticed that you []...could you talk to me about how that fits within this lesson or unit?

Perception: Here's what I saw students []...what were you thinking was happening at that time?

Interpretation: At one point in the lesson, it seemed like []... What was your take?

Decision: Tell me about when you []... What went into that choice?

Comparison: I noticed that students []... How did that compare with what you had expected to happen when you planned the lesson?

Antecedent: I noticed that []... Could you tell me about what led up to that, perhaps in an earlier lesson?

Adjustment: I saw that []... What did you think of that, and what do you plan to do tomorrow?

Intuition: I noticed that []... How did you feel about how that went?

Alignment: I noticed that []... What links do you see to our instructional framework?

Impact: What effect did you think it had when you []?

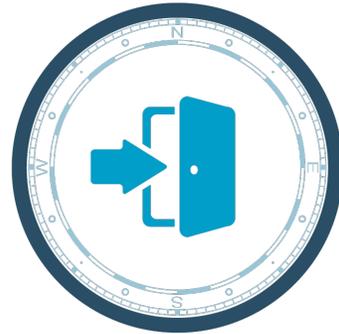


The Power of How



Why questions prompt justification
but
How questions prompt explanation

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