

EPISODE 326

The Case Against Emailed Feedback



INSTRUCTIONAL
LEADERSHIP SHOW



Essential Question



Why should I avoid emailing feedback to the teacher after a classroom visit?

From A Superintendent



Due to the difficulty of having face to face conversations following visits, I have been using emails to have a "dialogue" with the teacher. These are short and are focused on affirmations and questions developed using your phrases.

I have heard through our teacher association that some teachers (number undefined) are uncomfortable getting those emails from me and that it feels evaluative (I have communicated that they are not).

What is your take on me using emails to have a conversation following a classroom visit as a superintendent?

District Learning Walks



- There are many good models, e.g. Instructional Rounds
- The goals are different
- Your relationship with teachers is different
- Don't try to combine multiple models into one

Conversations Convey Detailed Information



Don't skip the conversation—it tells you:

- What the teacher is thinking
- What the teacher has already done
- What the teacher already plans to do



Low-Probability Feedback



Feedback given without a conversation has a low probability of hitting the mark, because it's not informed by:

- What happened before the visit
- What the teacher was planning to do next
- What the teacher is already thinking about

If You Can't Make Time



EPISODE 313

**When You Can't
Talk With The
Teacher After A
Walkthrough**



**INSTRUCTIONAL
LEADERSHIP SHOW**



If You Can't Make Time



- Say something positive
- Send notes but no questions/feedback
- "Let me know if there's anything you want to talk about" is fine

Is This “Non-Evaluative”?



- Evaluations are summative & comprehensive
- You can't unhear or unsee anything
- You may be forced to use evidence you gather
- People will not really believe you
- Best not to frame as non-evaluative

Teachers Will Reply



- You are the boss
- If you ask questions, teachers will answer
- If you make suggestions, teachers will act on them

Two Things Not To Email



- Questions—extra work outside of the supervision/evaluation/professional growth process
- Suggestions—high probability of missing the mark

What To Email



- Raw notes
- A positive remark: "Nice to see you today"
- A recap of your conversation OR
- "Let me know if you want to talk"



Mr. Smith		117
Name		Room
Period/Subject	Date	Date
1- Alg 2a	10/17	
2- Alg 1b	11/2 ✓	
3- Geometry	9/22 ✓	1/8
4- Incl. Geo	11/16 x	
5- Prep		
6- Alg. 2	10/5 ✓	1/17
7- Incl. Alg. 1	12/3	

TEACHER SCHEDULE & VISIT RECORD INDEX CARDS



 THE PRINCIPAL CENTER



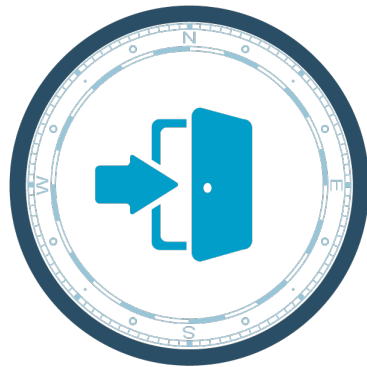
More Tools



dashboard.PrincipalCenter.com/toolbox



Full Strategy



EVIDENCE-DRIVEN

CLASSROOM WALKTHROUGH



CERTIFICATION



INSTRUCTIONAL
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