

## Reflective Feedback

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- Clarifies an idea or behavior under consideration
- Communicates positive features toward preserving and building upon them
- Communicates concerns and considerations toward improvement
- Requires more time, thought, and effort
- Read as careful, respectful, and honest
- Must be received without a sense of threat. Think SCARF.

### Options for Reflective Feedback

1. **Clarifying questions** for understanding:
  - a. "How do you see this program different from...?"
  - b. "How did your students respond to the process?"
  - c. "What costs have been calculated to put this in place?"
  - d. "Which resources most supported your planning and provided the foundation of this work?"
  - e. "Which groups provided useful input to the plan?"
  - f. "When you check the standards alignment, what data supported moving forward?"
2. Express the **VALUE potential** specifically: (Identify the potential. This says, "you think I am trying.")
  - a. "The strength of the idea is..."
  - b. "The design will help teachers..."
  - c. "You have really thought deeply about \_\_\_\_ and building relationships with your students."
  - d. "There is evidence of thoughtful planning and preparation."
  - e. "As a parent and teacher, the idea is very exciting because it supports learning."
  - f. "This project provides high engagement for every level of student."
3. **Reflective questions or possibilities**
  - a. "What goals have your students set for individual mastery?"
  - b. "What might happen if the students placed themselves in goal targeted groups?"
  - c. "What learning gaps, if any, did you notice in student understanding?"
  - d. "What differentiation strategies are you considering to support your students' success?"
  - e. "What connections have you made to...?"
  - f. "What tools and resources are available to help you with \_\_\_\_?"
  - g. "If you did know, what would you say?"
  - h. "If everything were working well in your classroom, what would that look like?"
  - i. "What next steps are you thinking will be important for you to take?"

Adapted from Kee, K.M. & Anderson, K.A. (2010). *RESULTS coaching: the new essential for school leaders*. Thousand Oaks, CA: Corwin and Ayers Institute for Teaching and Learning at Lipscomb University.