

# Snapshot

# Feedback from the Field

## Reflections on Feedback

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Feedback has the ability to improve our practice, but sometimes it is hard to hear. When I got the report from the Interrater Reliability activity, it was hard to learn that I didn't do as well as I expected. That made me reflect on my evaluator skills and knowledge, the way I rate the rubric, the way I provide feedback, etc. My immediate action was to get more feedback from my colleagues after post-observation conferences, shadow colleagues in their post-observations, focus one of my PDP goals on improving as an evaluator, and reflect continuously on my practice as an evaluator.

I have realized that it is very important to talk honestly with our colleagues, especially with the ones we are teamed up to support teachers. I think the conversation should go beyond the teachers' performance and we should find a space to talk about our "performance", our way to give feedback to teachers, rubric ratings, communication style, and skills, etc. I value my colleagues' feedback very much. What I feel right now "being one of the more experienced" mentor/evaluators on my team, is that when I ask my colleagues how they think the conference went, how they think I



addressed specific things, etc. they tend to tell me it went very well, that they are learning from me or things like that. So, I openly tell them to give me their feedback and things that could have been done differently. I tell them that I value their feedback and that it is important for me to grow.

As much as we benefit from a cycle of feedback and reflection, there are also some surprising ways that our teachers benefit from supportive feedback as well:

- It helps them become aware of things they do in the classroom every day without thinking about them. When I point out specific things they are doing, many times teachers tell me "Am I really doing that?" They realize they do many more good things than they thought.
- It helps them identify areas of strength and areas in which they need growth.
- It makes them feel seen, noticed, acknowledged, and validated.
- It empowers them and boosts their confidence.